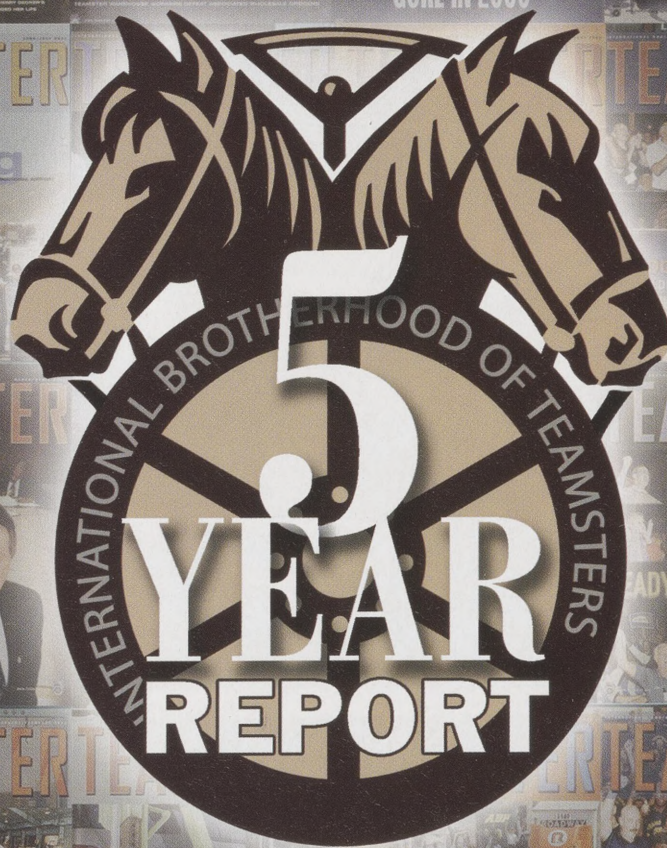


TEAMSTER



A Five-Year Report To The Membership

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1954-2004



TEAMSTER

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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

AFL-CIO



February 2005

Dear Fellow Teamster,

As organized labor continues to struggle against anti-worker politicians and corporations, the Teamsters Union stands alone as a beacon of worker solidarity and member strength. And though we have faced our share of challenges, we have regained our role as the most powerful union in North America. The past five years have been extraordinary. Our union has weathered battle after battle—and repeatedly emerged victorious.

In five short years, we have rebuilt the Teamsters Union into a powerful voice for working families. This has been achieved through strategic planning, effective implementation and, most importantly, member mobilization. And we are doing it in every area of the union.

The International Union works on your behalf in numerous areas—safety and health, contract research, media relations, steward and officer trainings, legal representation, corporate accountability and the list goes on. But there are three key responsibilities that rise above the rest: Organizing, Contracts and Politics. But growing the union, negotiating strong contracts and increasing our political power is not an easy task.

When we took office on March 19, 1999, we found a union that was on the verge of bankruptcy and was hopelessly divided. We faced employers bent on destroying our union and others willing to spend large sums of money to keep workers from joining the union. We found good union employers fighting for their survival in the face of government policies that rewarded companies for sending jobs overseas. We are fighting those who want to cut wages and health care benefits and eliminate pension and retirement plans. We engaged these challenges from Day One.

Other unions have seen our success and are joining us as never before. In the last year, the members of three international unions have voted to join our ranks—the Brotherhood of Locomotive Engineers, the Brotherhood of Maintenance of Way Employees and the Graphic Communications International Union. That's 130,000 new Teamsters. Combined with our recent organizing successes, including the largest private sector victory for all of labor in the last decade—3,200 new America West Airlines customer service representatives—we are on the path to success.

This five-year report is a detailed analysis of how we have succeeded in spite of the challenges. We are growing the union. We are negotiating the best contracts in all of labor. And we now have a voice in the political arena. We have restored the union's financial strength, including the creation of a real strike fund and a dedicated organizing fund. And we have waged a relentless fight for democracy and integrity.

Your union is stronger today than it was five years ago. We have many challenges before us, but together we will succeed. Together we will continue to build our union so more workers have a voice on the job. We urge you to read this report closely. This report is for you—the Teamster member.

Fraternally,

James P. Hoffa
General President

C. Thomas Keegel
General Secretary-Treasurer

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ORGANIZING

May 1999

National Parking Council established; 330 Minnesota public defenders join Local 320.

January 2000

190 Denver bus drivers join Local 537.

October 2000

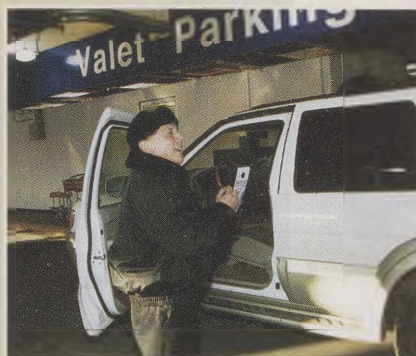
150 workers at Chicago's V & V Supremo Foods join Local 703.

December 2000

950 Air Canada flight attendants join the Teamsters.

March 2001

400 Nevada State Highway Patrol troopers join Local 14.



July 2001

230 Frontier Airlines mechanics join Local 961.

October 2001

450 nurses and technical workers join Local 79 in Tampa.

March 2002

900 Ohio Turnpike workers join Local 436.



April 2002

Special Convention creates a dedicated Organizing Fund.

October 2002

242 probation officers join Local 856 in San Bruno, California.

May 2003

900 Osceola County School District workers join Local 385 in Orlando.



bers to the ranks of the Teamsters Union. The Teamsters Rail Conference was established in January 2004 and has already garnered 70,000 new members. And on December 7, nearly 60,000 members of the Graphic Communications International Union (GCIU) chose to merge with the Teamsters and, in doing so, established a new GCIU Conference.

"The pace at which we're growing and the diversity of those joining the union is unprecedented," Hoffa said. "The recent success we've had shows that working men and women need strong unions like

the Teamsters now more than ever.

"The Teamsters have a well-deserved reputation for strong representation and bargaining," Hoffa added. "With our emphasis on rebuilding power for members in our core industries, more and more workers are seeking to join our great union. As more locals, Joint Councils and trade divisions get involved in organizing, there is no end to what we can accomplish as Teamsters."

America West

That spirit was evident last August in what was termed the biggest private sector organizing victory in the last decade. That's when 3,200 customer service representatives (CSRs) at America West Airlines voted for representation by the Teamsters Union.

The America West victory reaffirmed the Teamsters Union's status as the preeminent transportation union.

"Now that we're Teamsters, management is going to have to respect us," said Vanessa Rosa, a CSR with America West. "We won't have to live in constant fear of being fired. Being a Teamster is absolutely wonderful."

America West is the country's eighth-largest airline, making this a huge win for the company's workers. The CSRs join the airline's mechanics who have been Teamsters for several years.

"This is a milestone in the airline industry," Hoffa said after the victory. "The customer service representatives at America West were the only group of employees at the airline that were not represented by a union. We welcome them into the Teamster family and look forward to bargaining with the company on behalf of these dedicated employees."

The 3,200-member victory is part of the union's "Organizing to Grow" program that has made organizing the unorganized a top priority. Because more members make for a stronger union and provide increased power during bargaining and in statehouses—every Teamster benefits when new members join the union.

Getting to the 'Core'

The union's "Organizing to Grow" program has already had success organizing in core industries such as solid waste, freight, warehouse and law enforcement.

In the solid waste industry, the union recently won a half-dozen elections at BFI/Allied Waste in Florida, Georgia and California. At press time, more elections were scheduled in Alabama and in the Miami area. The union has also won elections at Waste Management and Republic Services, two of the other large waste companies. The goal of the campaign is to increase Teamster density in targeted areas to improve workers' wages and benefits.

In freight, workers at USF Dugan terminals in Mobile, Alabama; Cincinnati, Ohio; and Memphis, Tennessee recently voted to join the Teamsters. A campaign is also under way to organize clerical workers at USF Holland, and drivers and dockworkers at Ward Trucking at numerous terminals.

At UPS, in yet another effort to increase density, organizers continue to work with local union leaders to sign up part-time members in so-called "right-to-work" states. Since the campaign began in earnest about two years ago, thousands of part-time workers have been signed up. The effort got a boost recently when the International Union sent locals an orientation video to educate workers about the importance of joining the union.

Meanwhile, at DHL, a campaign to organize workers at independent contractors who deliver packages for the company is full steam ahead. At press time, 522 workers at 17 different independent contractors had already joined the Teamsters and there is a potential for upwards of 9,000 additional members. The campaign comes at a time when DHL is investing \$1.2 billion in the United States to better compete against UPS, FedEx and other companies.

In 2004, the Teamsters Law Enforcement League was formed to help coordinate the organizing of law enforcement professionals. The league is modeled after a successful program in Iowa. The league allows local union leaders to share their expertise and boost organizing efforts. Last February, deputies and officers in the Volusia County (Florida) Sheriff's department voted 281-47 to join Local 385 in Orlando, just one of many recent victories.

In warehouse, big organizing victories continue to stack up. Last October, nearly 250 workers at TNT Logistics resoundingly voted to join Local 135 in Indianapolis. Last August, Local 386 in Ceres, California secured a card-check agreement with Winco Foods for more than 200 workers, just one of the many such card-check agreements won in several industries. At Costco, the union continues to have success as it wins superior contracts, making sure Costco workers continue to receive the best wages and benefits in the retail/grocery industry.

'Lots' of Success

Under the leadership of Hoffa, the Teamsters have also established the National Parking Council, an organization of local unions that represent Teamster men and women employed in the parking industry and related fields.

Only a few years ago, local unions began meeting to discuss ways they could assist each other in organizing campaigns and in labor disputes. It immediately became evident that the unity and mutual support of these local unions was essential, particularly

TEAMSTER ORGANIZING VICTORIES (OVER 100 MEMBERS)

1999

- Pittsburgh Plate Glass, Huntsville, Alabama, 475 workers
- Aetna Ambulance paramedics, Hartford, Connecticut, 100-plus workers
- Stemilt Growers Inc., Washington state, 623 workers
- Minnesota state public defenders and staff support, 330-plus workers

2000

- Canadian firefighters, 100 workers
- Denver school bus drivers at ATC/Vancom, 170 workers
- Air Canada Regional flight attendants, 950 workers
- Silverline Windows, Chicago, 480 workers
- Sears' East Coast distribution center, Wilkes-Barre, Pennsylvania, 675 workers
- Limousine Service drivers, Las Vegas, 300 workers
- Palm Springs Unified School District, 691 workers
- Minnesota state court system, court reporters, 289 workers
- U.S. Capitol Police aides, clerks, 100 workers
- Thomas Concrete, Atlanta, 500 workers
- Bruce Hardwoods, Beverly, West Virginia, 500 workers
- Uniontown (Pennsylvania) Hospital, 400-plus workers
- V & V Supremo, Chicago, 150 workers

2001

- Regional Medical Center, Bayonet Point, Florida, nurses and technical workers, 450 workers
- San Francisco Airport, 700-plus workers
- Marion County Jail corrections officers, Indiana, 226 workers
- Columbia Distributors, Renton, Washington, 180 beer drivers and warehouse workers
- Frontier Airlines mechanics, 233 workers
- Republic Services, Las Vegas, 300 recycling workers
- Downingtown Area School District employees, 160-plus workers
- Kaiser Permanente medical technicians, California, 300 workers
- ABC Group Exterior Systems, Toronto, 230 workers
- SuperShuttle drivers, California, 200 workers
- U.S. Military Academy, West Point, New York, 100-plus Mess Hall workers
- Rural/Metro Inc., Seattle area, 100 emergency medical technicians
- Nevada State Highway Patrol, 400-plus troopers
- First Student Transportation, Columbia, Missouri, 150 drivers
- Fish King, Los Angeles, 400 workers

2002

- City of Cranston (Rhode Island), 200-plus workers
- Modern Landfill, Inc., Niagara Falls, Ontario, 130 workers
- Port Huron Molded Products, Port Huron, Michigan, 245 workers
- Blandin Paper Mill, Grand Rapids, Minnesota, 650 workers
- Alameda County, California probation officers, 242 workers
- Nevada Test Range, 175 workers
- Robert Wood Johnson Hospital, New Brunswick, New Jersey, 900 workers
- Douglas County (Nebraska) Health Care facility, 300-plus workers
- Lockheed Martin, Nellis (Nevada) Test Range, 120-plus workers
- Holland (New York) Central School District, 100 workers
- Greece Central School District, Rochester, New York, 725 workers
- Munson Medical Center, Traverse City, Michigan, 300 workers
- Head Start, St. Joseph and Elkhart counties, Indiana, 135 workers
- Ohio Turnpike Commission, 900-plus workers

ORGANIZING

May 2003

The Joint Association of Boxers (JAB) affiliate with the Teamsters.

December 2003

500 CATS bus drivers join Local 71 in Charlotte.



February 2004

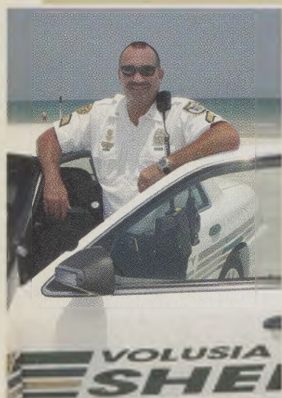
Volusia County sheriff's deputies join Local 385 in Orlando.

August 2004

3,200 CSRs at America West join the Teamsters.

October 2004

700 Diamond Walnut workers join Local 601 in Stockton, California.



because of the dominance of several national parking companies in the industry. Hoffa agreed. In May 1999, he established the National Parking Council and made it an integral part of the Industrial Trades Division.

Today, the National Parking Council has identified nearly 30,000 Teamsters employed in the parking industry. It estimates there are another 60,000 workers who are unorganized. In the past, many of these members worked for small companies. Today, however,

many work for large corporations—a trend that is expected to continue in the future—and as these corporations are organized on a national scale so must our Teamster locals be similarly organized in order to offset their power.

Back to School with Dignity

In May 2003, nearly 900 workers in the Osceola County, Florida School District voted—by a 2-1 margin—to be represented by Local 385 in Orlando, Florida.

The Osceola County victory is the largest of recent Teamster organizing victories involving school workers—bus drivers, bus aides, cafeteria workers, mechanics, maintenance and warehouse workers and custodial staff.

"I like the Teamsters because of the unity," said Osceola bus

All Aboard!

Historic Mergers Boost Union's Strength

Since December 2003, members of two major rail unions and the Graphic Communications International Union (GCIU) approved mergers with the Teamsters, bringing nearly 130,000 new members into the Teamster family.

Members of the Brotherhood of Locomotive Engineers and Trainmen (BLET) overwhelmingly voted to merge with the Teamsters in December 2003, and members of the Brotherhood of Maintenance of Way Employees (BMWE) voted to merge in October 2004.

"This is an extraordinary moment in the history of the labor movement," Jim Hoffa, Teamsters General President, said after the BMWE vote. "As did my father, I have envisioned one union representing all transportation workers—roads to rails, ports to planes—that would provide workers with real power on the job and in the political arena. This historic merger brings us closer to our vision of that seamless transportation union."

Freddie Simpson, the President of the BMWE, is now President of the BMWE Division of the Teamsters Rail Conference.



"We are proud and excited to be part of the Teamsters Rail Conference," Simpson said. "With both the BMWE and the BLET together as autonomous divisions of

the Teamsters Rail Conference, rail workers will have greater power at the workplace, in Congress and in negotiations."

The Teamsters Rail Conference was established in January 2004 when the BLET became the first division of the Conference. With the addition of the BMWE division, the Teamsters Rail Conference now represents almost 70,000 rail members—roughly 42 percent of all union members in the U.S. rail industry.

"We were pleased to merge with the Teamsters," said Don M. Hahs, BLET President. "Our members now receive the benefits of belonging to the largest, most powerful, and politically influential transportation union in North America."

driver Walter Crawley, who was one of six workers who formed the original committee seeking Teamster representation. "We're all equal in the Teamsters. That's what I like about it."

The Osceola victory was followed up by another win in October 2004 at the Highline School District in suburban Seattle, where 400 workers voted to join Local 763.

Whatever it Takes

The Teamsters will keep fighting for workers for as long as it takes.

A recent example was at Diamond Walnut, where 700 employees joined Local 601 in October 2004—13 years after workers went on strike over substandard contract offers by the company.

"The company fought hard for 13 years against very determined people and they grew tired," said Lucio Reyes, Secretary-Treasurer of Local 601 in Stockton, California. "Membership in their co-op continued to decline and the media was taking a hard look at company attitudes and practices. I think they knew it was time to work with us to build up this company—not continue to let their policies destroy it."

"This is the most beautiful day of my life," Teresa Michel, a sorting operator in the plant, said after the victory. "I called my son and said 'we won!' He couldn't believe it. Our lives will change so much. I am so thankful to the Teamsters for their help—and now I'm one too."

Three's a Charm

Meanwhile, in ballots counted in December, nearly 60,000 GCIU members approved a merger to become the third major union to join with the Teamsters in the last year.

"This is a historic moment for the GCIU and the Teamsters," Hoffa said. "Graphic communications workers exemplify quality work and the belief that workers deserve fair treatment in the workplace—fundamental traits of the labor movement and principles that guide the Teamsters Union. This merger will strengthen both parties and allow us to better provide workers with real power on the job and in the political arena."

George Tedeschi, the President of the GCIU, was named President of the new GCIU Conference of the Teamsters Union.

"I'm extremely gratified that a majority of our active members showed the wisdom and foresight to approve a merger with our good AFL-CIO sister union. We know that by becoming an IBT conference, the GCIU will have a powerful new alliance for organizing and negotiating decent wages and benefits for our members," Tedeschi said.

TEAMSTER ORGANIZING VICTORIES (OVER 100 MEMBERS)

2003

- Osceola County (Florida) school workers, 879 workers
- Municipal Parking, Inc., Minneapolis, 176 workers
- Charlotte (North Carolina) Area Transit System (CATS), 400-plus workers
- Swissport Cargo Services, JFK Airport, New York, 110 workers
- Budget Rent-A-Car, Washington, D.C. area, 109 workers
- Coca-Cola merchandisers, Sylmar, California, 100-plus workers
- Renaissance Mark Inc., Bowling Green, Kentucky, 112 workers
- Allied Waste/BFI, Huntington, West Virginia, 100-plus workers
- Wonder Bread thrift stores, Chicago area, 104 workers
- TNT Logistics, throughout Canada, 250-plus workers
- Acres Group Landscaping, Chicago, Illinois, 106 workers
- USA Parking, Burbank, California, 101 workers
- City of Huntington Beach, Huntington Beach, California, 500 workers
- Tyco Suppression, Windsor, Ontario, 108 workers
- Coach USA, Las Vegas, Nevada, 300 workers
- Allied Waste/BFI, San Carlos, California, 253 workers
- Durham School Services, Hayward, California, 250 workers
- Yellow Bus Company, Baltimore, Maryland, 150 workers
- Yellow Bus Company, Baltimore, Maryland, 114 workers

2004

- America West Airlines, nationwide, 3,200 workers
- Fort Lauderdale, Florida city employees, nearly 1,000 workers
- Highline School District, Seattle area, 400 workers
- Grandview Foods/BBSI, Grandview, Washington, 345 workers
- Diamond Walnut, Stockton, California, 600-plus workers
- TNT Logistics, Indianapolis, nearly 250 workers
- American Red Cross, northern Ohio, 178 workers
- Winco Foods, Ceres, California, 200-plus workers
- DHL-Gateway, Miami, nearly 200 workers
- DHL, Los Angeles International Airport, 150 workers
- ATC/Vancom, San Jose, California, nearly 300 workers
- Citywide Mobile Response, New York City, 128 workers
- Sears, Puerto Rico, 477 workers
- Chicago-area landscapers, 400-plus workers
- Caesars Indiana Riverboat Casino & Hotel, Elizabeth, Indiana, 198 workers
- Berner Food Services, Inc., Oxnard, California, 150 workers
- Portal Publications, Hayward, California, 107 workers
- Caesars Palace, Las Vegas, 129 workers
- DHL, JFK International Airport, New York City, 339 workers
- Washington state Corrections workers, 5,216 workers
- HPR-Link Logistics, Santa Fe Springs, California, 135 workers
- Apollo Transportation, Yonkers, New York, 165 workers
- Allied Waste/BFI, Atlanta, 120 workers
- Knauf Insulation, Shasta Lake City, California, 140 workers
- Volusia County (Florida) Sheriff's department, 340-plus workers
- North American Airlines, JFK Airport, New York, 117 workers
- Evansville-Vanderburgh (Indiana) School Corporation, 323 workers
- Waste Management, San Juan, Puerto Rico, 100 workers
- NORPAC, Yakima, Washington, 900 workers
- New York City Ambulance Company, New York City, 128 workers
- DHL-IC: GF Trucking, San Diego, California, 100 workers
- Allied Waste/BFI, Lawrenceville & Gainesville, Georgia, 140 workers
- Aggregate Industries Redi-Mix, New Hampshire, 100 workers

Teamster Contracts:

STRONG

Representation

**STRONG AGREEMENTS
KEEP THE UNION
MOVING FORWARD**





The true measure of a union's worth is in the value of the contracts it negotiates. Over the past five years, the Teamsters Union has negotiated some of the best agreements in the entire labor movement in spite of negative economic conditions.

The successes include national master agreements in core industries including Carhaul, where contract victories in 1999 and 2003 preserved health care, increased pensions and raised wages; Freight, where a \$1.7 billion National Master Freight Agreement in 2003 became the top monetary package ever for more than 65,000 members—a \$700 million improvement over the previous agreement; and UPS, where 2002's national master agreement marked a \$9 billion improvement over the previous contract and secured the best wage and benefit package in company history, providing 200,000 Teamsters with the industry's strongest job protections.

According to the *Wall Street Journal's* July 17, 2002 edition in reference to the UPS contract, "It was clear the Teamsters got by far the richest contract ever from the company, even winning battles on issues that had gone nowhere in negotiations during previous contracts."

And thanks to the union's revamped dues structure—a result of the 2002 Special Convention—a dedicated Strike and Defense Fund provides members on strike with out-of-work benefits of 10 times the hourly rate compared to the prior \$55 a week. The Fund serves as an important bargaining tool for extracting gains during negotiations.

Contracts keep the union moving forward and they are built on year after year. The Teamster Union has seized the opportunity and made huge strides forward in terms of wages, job protections,

benefits and even adding thousands of workers to the rolls through strong contracts.

The economic health of our nation hasn't helped matters. The past five years have been some of the most challenging in our nation's history. Millions of jobs have been lost. Companies are outsourcing work overseas, slashing health benefits and abandoning pension programs. All this while the cost of living is rising and an anti-union White House has given free reign to corporate interests. Without a Teamster contract, thousands of working people would have little protection in the face of corporate greed.



Carhaul: The First Test

The first big test of the Hoffa administration came early.

Contract talks between Teamster carhaulers and management were breaking down as management asked for huge concessions. The Teamsters had to establish a pattern of fighting rather than just stand by and watch management step on hard-working members.

The Teamsters united carhaul members with an unprecedented amount of communication in the form of rallies, newsletters and a telephone hotline that was called more than 20,000 times during the course of the campaign. More than 6,000 carhaulers, family members, friends and union supporters attended solidarity rallies in Detroit, Nashville and Los Angeles. Teamsters from across the country came together in support of their carhaul brothers and sisters.

In last-minute bargaining sessions, the union and its members let it be known that they were ready to strike and they meant business. On the day the contract expired, management buckled. Management came back to the table and met demands to give workers breakthrough pension gains, increased job security and significant wage increases.

The four-year agreement, which averted a national strike, included a provision that would also set the stage for a battle that the

CONTRACTS

June 1999

National carhaul contract reached averting a nationwide strike.

April 2000

Members from 35 locals ratify the Master Dairy Contract.

June 2000

After 60-day lockout, AWG Teamsters ratify contract, go back to work.

December 2000

Thousands of Teamsters ratify contract with Gate Gourmet.

January 2001

Detroit casino workers win strong first contract.



June 2001

Ryder Truck Rental workers from Locals 495 and 631 ratify five-year pact.

August 2001

Basic Vegetable workers return after two-year strike with strong contract.

April 2002

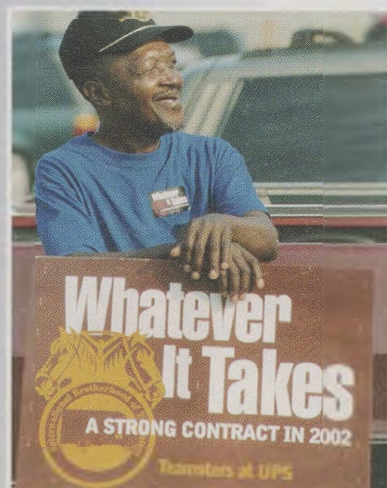
Local 572 bus drivers return from month-long strike with winning contract.

August 2002

UPS workers celebrate richest contract in history.

September 2002

900 Ohio Turnpike Teamsters ratify strong contract.



Teamsters are still fighting: The contract, which was ratified by 80 percent, prevents management from hiring underpaid Mexican drivers and unsafe Mexican trucks to deliver vehicles to the United States.

"The campaign we waged to win a good contract shows our commitment to rebuilding the strength of the Teamsters through unity," Hoffa said. "We made great progress in healing the deep divisions that have weakened the union in years past. This contract truly sets a new standard for all working people."

The decisive victory set the stage for many more victories and sent a message to management everywhere: The Teamsters are back.

Money Challenges

After the carhaul victory, the union was facing difficult negotiations with UPS but didn't have the money to back up a possible strike. Prior to the contract campaign at UPS, parcel members got a boost when member-elected delegates to the 2002 Special Convention approved a dues increase to finance a dedicated strike fund.

At that convention, there was much debate and discussion about the recommendations of the Blue Ribbon Commission on Teamster Finances. Democratically-elected delegates discussed the proposals and, in the end, reform won and led to the adoption of a plan that transformed the union.

The plan allowed the union to have a meaningful strike fund, create an organizing war chest and provide expanded resources to combat corporate America and fight for Teamster members and their families.

The fund increased members' promised strike benefits from \$55 per week to 10 times the worker's hourly wage, per week. In addition, the Teamsters obtained a \$100 million line of credit to fund any potential strike action.

"We will show UPS and the freight companies that we mean business," Hoffa told delegates at the Special Convention.

Jack Cipriani, an International Vice President from North Carolina and National UPS Negotiating Committee member, added, "We're showing UPS that we mean business. We will fight to preserve the dignity of our members. We will fight to protect Teamster jobs. We will fight to get the wages and benefits our members deserve."

UPS: Setting the Standard

The UPS contract bargained by the Teamsters was not only a huge victory for UPS workers and for the union, it was a victory for all of organized labor. It showed what kind of gains could be won—even during tough economic times.

The contract campaign included rallies, petitions and an army of 210,000 dedicated UPS Team-



sters who were willing to stand up to management. UPS had the money, but the Teamsters Union had strength in unity and numbers.

On August 29, 2002, UPS members approved their national contract by more than 72 percent. The agreement, worth \$9 billion more than the previous contract, set the standard for collective bargaining agreements—and included extraordinary gains. The six-year contract yielded an average annual wage and benefits increase of 4.1 percent, compared to 3.4 percent in the 1997 agreement. It had a new cost of living formula that protects employees from future inflation and has health and welfare and pension contribution increases of \$3.75 over the life of the contract.

One of the most astonishing things achieved in the contract, at a time when the country was losing more jobs than it was creating, was it created 10,000 new full-time jobs, converted 10,000 nonunion jobs to union and had protections for the jobs that already belonged to Teamsters. In a tough economic climate, the contract set a new standard by delivering the richest contract in UPS history.

"This contract is a sign of things to come and shows that experience and dedication will be rewarded," Hoffa said at the time. "We stood our ground and didn't back down to deliver the largest wage and benefit increases ever."

UPS: More Jobs

The master contract for UPS Teamsters wasn't the only accomplishment at UPS during the past five years. Two years earlier, in the spring of 2000, an arbitrator ruled that UPS must fulfill its contractual obligation to create new full-time Teamster jobs as called for in an earlier National Master United Parcel Service Agreement.

In all, 10,000 new jobs had to be created and the total cost to UPS was estimated to be approximately \$80 million—the largest award in Teamster history. The new jobs moved part-timers into full-time positions.

UPS officials had refused to create the new positions called for in the first two years of the contract, claiming a reduction in package flow as a result of the 1997 strike. In 1999, under pressure from Hoffa, UPS announced it would fulfill their contractual obligations.

NMFA: History Repeats Itself

In 1964, the National Master Freight Agreement (NMFA)—the first-ever national agreement in trucking—was the crowning achievement of legendary General President James R. Hoffa. He strategically worked to establish concurrent expiration dates on all freight agreements so the nationwide unit of drivers could leverage their collective strength to achieve that historical agreement. The contract has always represented the very foundation of the Teamsters Union.

In 1964, the first NMFA shifted bargaining power from the regional to the national level and revolutionized the way America

Costco Workers Ratify Three-Year Contract

Workers Receive Wage Increases and Bonuses

By a 9-1 margin, Teamsters who work at Costco warehouses in four East Coast states approved a three-year contract that provided increased wages, bonuses, a strengthened grievance procedure and other improvements. The November 2003 victory affected 3,500 workers at 16 warehouses in New York, New Jersey, Maryland and Virginia.

The contract included bonuses ranging from \$4,000 to \$7,000 in the first year, depending on length of service; an hourly wage increase in the first year retroactive to March 1, and additional hourly wage increases; economic issues such as wages, benefits and bonuses will be revisited in the second and third years of the contract, pending Costco contract talks in California; a more efficient grievance procedure that will lead to quicker resolutions involving worker-management disputes; preservation of seniority rights; and increased afternoon break time from 10 to 15 minutes.

The contract reaffirmed the status of Costco Teamsters as the highest paid workers in the grocery industry.

Got Milk?

Strike Averted in Master Dairy Negotiations

Another early measure of the Hoffa administration's strength came in the bargaining of the Master Dairy Agreement in April 2000. Facing stubborn employers, the Teamsters made it known that workers were ready to strike and willing to back up the threat. Negotiations went down to the wire on the agreement, covering members in 35 locals.

The sticking point was a provision that previously allowed management to impose settlements allowing automatic employer takeaways, subcontracting and imposing settlements on locals.

"We were just one phone call away from going on strike over the imposed contract issue," said Mike Klootwyk, Iowa Dairy Chairman and Secretary-Treasurer of Local Union 387 in Des Moines, Iowa.

At the last minute, management relented and the agreement passed by more than a 9-1 margin. The workers covered by the contract included half-pint, half-gallon and gallon operators, cooler, production, dock and intake workers, and processing and CIP operators.

CONTRACTS



February 2003

National Master Freight Agreement is ratified by 86% of members.

July 2003

Carhaul Teamsters ratify national agreement.

October 2003

Chicago waste workers strike and win industry-leading contract.



November 2003

Costco Teamsters vote to ratify industry-leading contract.

February 2004

1,600 Local 665 parking workers ratify contract by a 95% margin.

March 2004

Approximately 7,500 workers at A-B ratify \$4 billion contract.

moved its goods. It also brought a whole new generation of workers into the middle class. The current NMFA covers approximately 65,000 Teamsters at numerous trucking companies.

General President Jim Hoffa tackled the tough job of negotiating the NMFA again in 2003. The contract campaign, called "Freight Unity," solidified member commitment and kept all lines of communication open between the union and the members.

Before the Hoffa administration, the NMFA contained several concessionary agreements that were negotiated by the preceding administration. The administration and the members covered by the NMFA sent a strong message that not only did they want gains in the contract, they wanted past concessions done away with. To show management they meant business, more than 95 percent of those covered by the NMFA voted for strike authorization.

"Unity is what the labor movement is all about," Hoffa said. "Like the UPS negotiations, once the employers saw we were united, they abandoned their stalling tactics when they saw we meant business. The national agreements we have reached are milestones that speak for themselves."

Getting the Hammer Back

The strike authorization proved unnecessary when the companies involved in NMFA bargaining agreed to the union's demands and members overwhelmingly ratified the contract by 86 percent—the highest margin ever for the NMFA.

The total value of the NMFA was \$1.7 billion, compared to an agreement worth \$1 billion in 1998. One of the most positive aspects of the contract was a clause that restores "The Hammer," the union's right to strike over deadlocked grievances that was given away in 1994.

"We got the power back, we got 'The Hammer' back," Hoffa said. "By approving this agreement, our freight members now have five years

Easy as A-B C

Anheuser-Busch Contract Richest Ever

The Teamsters represent approximately 7,500 workers at 12 Anheuser-Busch (A-B) breweries across the United States under one national master agreement. In March 2004, the members ratified a strong new contract.

The contract—one of the richest in Teamster history—also includes new job protections and the total value exceeds \$4 billion. Workers will also get wage and pension increases each year until the new contract expires in 2009. Perhaps the most important aspect is that workers and retirees with the world's largest brewer still do not have to pay health premiums or co-payments.

"This was our first A-B contract for the 21st century and I can think of no better way to start off the millennium for these hardworking men and women," said Jack Cipriani, Director of the Brewery and Soft Drink Conference. "In the past, a lack of unity hurt us in negotiations. We wanted to make a fresh start with A-B and that's exactly what we did."



of security for themselves and their families. We have truly achieved a historic contract.”

Because a message was sent that the Teamsters would not be divided and would speak with one unified voice, the hammer wasn't the only thing won in the contract. In addition to maintaining strong health care benefits and winning the highest wage increases in more than a decade, the five-year NMEF truly brought power back to Teamster truckers.

Like the UPS contract before it, the NMEF provided a shot in the arm to all working families who have been faced with givebacks and concessions during difficult economic times.

Carhaul: Coming Full Circle

The Teamster again negotiated a successful carhaul agreement in 2003 when carhaul members approved a new contract that was approved by 72 percent of those voting.

The Teamsters Union and its carhaul members showed the first time around that they were serious. They built on that victory to score an even more substantial contract the second time around.

The new contract increased wages and benefits by 13.4 percent over the term of the agreement, with many features and protections important to the carhaulers. Stronger language was added protecting Teamsters from encroachment from cross-border trucking. Job security enhancements were added to the contract that included the ability of members to follow their work when a contracted carrier is replaced. Cost-of-living adjustments were improved and protections were added to enhance the early retirement and prescription drug benefit for retirees that was won in the 1999 contract.

“This agreement was won through the unity of our members and the tireless efforts of the negotiating committee,” said C.B. “Doc” Conder, Teamsters Carhaul Director and Co-Chairman of the Negotiating Committee. “Committee members kept in constant contact with the membership, working collectively and diligently with the International Union’s support divisions, departments and staff. The committee members left no stone unturned to ensure that the concerns and needs of the members and the industry were properly addressed.”

“By approving this agreement, our carhaul members have protected the benefits they have worked so hard to secure,” said Hoffa, who served as Chairman of the Union’s National Negotiating Committee. “The industry is facing difficult conditions, and this agreement improves job security, increases wages and provides a strong cost-of-living adjustment.”

Union Stops AWG In Its Tracks

Contract Negotiated and Ratified in the Process

The Associated Wholesale Grocers (AWG) fight came early in the Hoffa administration, but the workers, along with the union, put up a fight and ended up winning a rich contract. It came after a tremendous fight, though.

Grocery distributor AWG fired more than 1,400 Teamsters in Springfield, Missouri and Kansas City, Kansas. Then, AWG severed ties with the union by bringing in subcontractors to run warehouse and trucking divisions. Two months after doing all this—after eight weeks of workers rallying in the streets, at AWG-member grocery stores and at the warehouse gates—the company unlocked its doors and the workers streamed back in with a new eight-year contract in their hands.

Simply put: The Teamsters stopped AWG’s perfect plan in its tracks. Powerfully orchestrated efforts by Local 245 in Springfield and Local 955 in Kansas City and overwhelming community support for a boycott of AWG stores also made short order of the company’s attempt to rid itself of the union. Teamsters approved contracts that included increased pension benefits, fully-paid health insurance, wage increases and a settlement of outstanding grievances with AWG.

Sweet Smell of Success

After Nine-Day Chicago Garbage Strike, Teamsters Emerge Victorious

Late in 2003, some companies still hadn’t gotten the message that the Teamsters would not be short-changed. The waste industry in Chicago came to a standstill as 3,300 workers went on strike when their employers, members of the Chicagoland Refuse Haulers Association (CRHA), refused to bargain fairly.

As the expiration of a five-year agreement approached, the 3,300 Teamsters—members of Locals 301 and 731—expected a fair contract. But after three months at the bargaining table, CRHA offered Teamster workers a wage freeze and out-of-pocket health expenses for members. The Teamsters Union was not going to back down from this fight. On September 27, 2003, 2,500 Teamsters attended a rally where they voted to strike. On October 1, waste and refuse haulers went on strike to win a fair contract and justice for the men and women who keep the Chicagoland area clean.

An agreement was reached after nine days on strike and marathon negotiating sessions between the union and association representatives. In the end, the Teamsters won \$7.95 an hour increase to cover wages, pensions and benefits over the life of the contract—as opposed to the 65 cents the company originally offered. Maintenance of health and welfare benefits with no out-of-pocket costs to members was also achieved, as well as pension security and improvements in subcontracting language.

Q & A

with General President
Jim Hoffa



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You've been in office for five years now. Looking back, what would you say were the biggest challenges you faced when you first took office?

When the members elected us in 1999, the union was a shadow of what it used to be. It was in turmoil and divided. Locals were fighting against locals. The union's finances were a disaster. The last administration had turned a blind eye towards corruption at all levels of the union. The members were no longer in control. Our democracy was in jeopardy. And the combination of a lack of unity, wild spending and corruption kept the Teamsters from being a political force for good. To me, the Teamsters Union has always been a symbol of strength. And that strength comes from the members. That's why our first order of business was to put the union back in their hands.

As you said, when you took office, the union was very much divided. What have you done to unify the Teamsters?

The first thing we did was to reach out to Teamster members on all sides. We'd had enough of rhetoric and politics. It was time to stop fighting against each other and time to start fighting for the members. And we backed up that message with meaningful actions. By putting the interests of the members first, we were able to get everyone on the same page. The actions we took included negotiating strong contracts, implementing reforms to solidify our finances, making the union more democratic, enforcing a zero-tolerance policy for corruption, re-establishing the Teamsters as a political force and improving communication throughout the union. By taking quick, decisive steps, we showed we were serious about making the Teamsters great again. I am extremely proud of the way our union responded and came together. Today, the Teamsters are unified and strong once again.

You faced a number of important negotiations in the last five years. In a very tough political and economic climate, how has the union fared?

In 1999, we didn't have much time to get comfortable as we immediately had to deal with Carhaul talks. Overall, I'd say that we've negotiated some very strong contracts. And if you look at the ratification numbers, the members agree. We've been able to win contracts that have wage increases, job security provisions and increased health and pension contributions. If you read the papers, you know that most Americans are just trying to keep their jobs, trying to find ways to make ends meet. Employer-paid health insurance and defined benefit pension plans are very rare and getting rarer by the day.

The key to our bargaining successes

agreements, that's when we know that our strategy has paid off.

In 2003, 86% of the members ratified the NMFA agreement. UPS was over 70%. Carhaul was 80%. At Associated Wholesale Grocers, it was approved by 93%. We've also won strong contracts at Anheuser-Busch, the Master Dairy Agreement, Detroit casino workers, Chicago Waste Haulers, Ryder, Airborne Express (now DHL), Ohio Turnpike, Costco, Waste Haulers and America West. It's all because the members are involved and united. We win when we're united. Period.

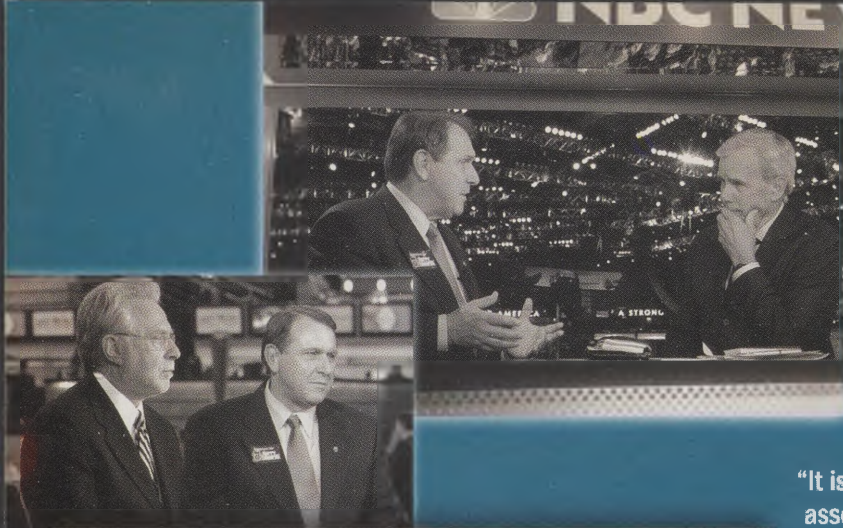
I'd like to add that our job doesn't end when we ratify the contract. All of us, officers, business agents, staff and members, need to enforce our contracts. We've had to fight for every single thing in our contracts. Wages, health benefits, pensions, job protections. We can't let companies

"The attacks on our industries, on American jobs, on the health care system and on pensions are all attacks at our very way of life. Unions created the middle class. Now, we need to fight to save it."

has been the involvement of the members. For our big contracts, like UPS, Carhaul and the National Master Freight Agreement, we start putting together our proposals a year ahead of time. We hold contract campaign kickoff rallies and membership meetings. We take member surveys to find out what issues are important. Then, the members sit down at the negotiating table. When the members are informed and united, we have the power. The companies, on the other hand, have to take their concessionary demands off the table and start working with our proposals. When it comes time to ratify the

ignore the provisions of our contracts. We've all worked too hard to get where we are. Every negotiation, we have to fight just to keep what we already have, let alone improve anything. And, while they are very important, these fights are not just about principles, they are about money. In the last five years, we've won hundreds of millions of dollars for members all over the country through the grievance and arbitration process.

The percentage of Americans in labor unions is hovering around 12%. What are the Teamsters doing to increase their size?



What The Media Is Saying

"The Teamsters union has proved to be a master of grassroots advocacy, garnering overwhelming political support for blocking Mexican trucks."

—THE NATIONAL JOURNAL

"It is impossible to recall another example of a union or trade association that scored two major victories the same day following a strategy of simultaneously challenging and embracing the White House...The Teamsters has become the embodiment of the free-agent politics that now dominate Washington."

—USA TODAY

"The Teamsters emerged as the big winner in the union's five-month showdown with package-delivery titan UPS Inc. As details of a tentative contract pact were announced, it was clear the Teamsters got by far the richest contract ever from the company, even winning battles on issues that had gone nowhere in negotiations during previous contracts."

—THE WALL STREET JOURNAL

B4 WEDNESDAY, JULY 17, 2002

THE WALL STREET JOURNAL

CORPORATE FOCUS

Hoffa Wins With UPS Pact

Tentative 6-Year Teamsters Agreement Gives Company Stability

By RICK BROOKS
And CHRISTINE B. WHELAN

In three years as president of the Teamsters, James Hoffa has claimed many victories in his push to fatten the paychecks of rank-and-file workers and boost the union's clout. Now he really has something to crow about.

Mr. Hoffa, the 61-year-old son of the legendary labor leader, emerged as a big winner in the union's five-month showdown with package-delivery titan United Parcel Service Inc. As details of a tentative contract pact were formally announced, it was clear the Teamsters got by far the richest contract ever from the company, even winning battles on issues that had gone nowhere in negotiations during previous contracts.

When contract talks stalled over the weekend, Mr. Hoffa went to the negotiating table for the first time, getting UPS to

Special Delivery

Teamsters President James Hoffa snared a rich contract from United Parcel Service CEO Michael Eskew, averting a strike after a five-month showdown. Terms of the tentative contract agreement include:

■ Contract runs for six years, up from five-year current contract, a top priority of UPS

■ Average wage-and-benefit increase of \$1.46 per year, or a total of \$8.75, up from 98 cents a year in current contract

■ \$5-an-hour pay raise for full-time workers over six years, or a 22% increase for delivery-truck drivers now paid an average of \$23 an hour



James Hoffa

■ \$6-an-hour pay raise for part-time workers, reducing the wage gap between full-time and part-time employees

■ 10,000 new full-time jobs to be created for part-time employees

■ 10,000 nonunion jobs to be converted to Teamster positions

■ Increases in health-care and pension benefits, including first-ever long-term disability plan and stronger pensions for part-timers



Michael Eskew

Organizing is the lifeblood of a union. We are turning our union into an organizing force. We held a Unity Conference in 2003 to launch our "Changing to Grow" program. We have gone from having virtually no organizers in the field when we took over in 1999, to today where the International Union has more than 100 full-time organizers in the field. We are dedicating millions of dollars a year to organizing at both the International Union, Joint Council and local union level. We are training members, officers and staff to be organizers. And it's working. Thousands of workers recently won elections to join the Teamsters at DHL, America West, Costco, Canadian Firefighters, U.S. Capitol Police, Florida fuel drivers, Sears Warehouse, parking workers, and in schools and hospitals. We've also partnered with UNITE-HERE in a campaign to organize laundry drivers at Cintas. In addition to organizing, we've had several unions merge with us, including GCIU, the Brotherhood of Locomotive Engineers and the Brotherhood of Maintenance

and Way Employees. The Teamsters union is united, strong and on the move and this is attracting new members.

Why is organizing so important? Shouldn't you concentrate on helping existing members first?

That's just it. The larger the Teamsters Union is in general and the more we expand our market share in each industry, the more power we have to help all of our members. As our union grows, it gives us the strength to negotiate stronger contracts, to improve our benefit plans and to advocate for worker-friendly legislation at the local, state and national levels. I've always said that our union gets its strength from the members. As we continue to add members, we will continue to grow stronger. And, if we don't get out there and organize, the reverse will be true. We will grow weaker and weaker.

What is the current condition of the union's finances?

In 1999 when we took office, our treasury

was down to just over \$1 million. The union was spending more than it took in. The situation was out of control. As a result, the Strike Fund was depleted and we didn't have the resources to service our members the way they deserve. So we immediately put in place some reforms to straighten things out. We had a balanced budget in our first year—and every year since. Within the first four months, our assets doubled to \$6.4 million and after eight months they were up to \$10.4 million. Today, the Teamsters' are back to having the largest net assets in the labor movement and our strike fund is strong again. But the problems we inherited went beyond lax controls and deficit spending. The union had not adjusted its dues structure since 1983. In 1999, the Teamsters were operating on the same income level as they did in the 1970s. We put together a Blue Ribbon Commission to examine our financial situation and come up with a plan that would put the union back in the black, restore the Strike Fund and set aside resources for organizing. The Commis-

Throughout The Teamsters Resurgence

THE SUN

"There was a time when the very word Teamsters evoked some pretty dark images...But that was then. This is now. Teamsters and turtles together, confronting corporate globalization in Seattle; Teamsters helping to lead the human rights fight against PNTR with China; The Teamsters, in short, making a bid to become key partners and allies in that progressive coalition that began to gel out of the gaseous clouds of the WTO protests."

— THE NATION

"The Teamsters are again a force to be reckoned with after years of infighting...They have a lot more political clout than a few years ago."

—THE BALTIMORE SUN

"Hoffa has transformed the union into a premier political force."

—TIME MAGAZINE

Hoffa leads Teamsters' political resurgence

Union chief's reforms get credit for growing influence in Congress

By ALEC MACGILLIS
SUN NATIONAL STAFF

DETROIT — The Machus Red Fox, the dingy old restaurant in suburban Detroit where Teamster legend Jimmy Hoffa was last seen alive, is now a gourmet trattoria with a hand-painted chandelier and sunflower-filled urns. Instead of cutting underworld



Changing: James P. Hoffa addresses a Teamsters' convention in June. The union played a role in two major congressional decisions this year.

ASSOCIATED PRESS

BUSINESS

Working a Double Shift

The Teamsters are back in the center of Washington battles, playing both sides of the aisle

By JOHN F. DICKERSON WASHINGTON

THAT WAS THE BATTLE IN SEATTLE," says Teamsters president James P. Hoffa, poking his finger proudly at a picture of himself with a young woman dressed up as a sea turtle. The two are smiling over a banner that reads TEAMSTERS AND TURTLES TOGETHER AT LAST. The photo on his office wall is a testimonial to Hoffa's willingness to join with anyone to protect his 1.4 million members. He will make that point again this week when he works with the turtle's archenemies to push for drilling in Alaska's Arctic National Wildlife Refuge, which he hopes will create jobs. "We have no permanent

on the Democrats' turf," says a senior Bush adviser, "or making them defend it."

Massaging the Teamsters started before Bush was in the White House. The President's chief strategist, Karl Rove, has known Hoffa for years, and the labor leader is quick to mention the help Rove offered during his race against Ron Carey back in 1996. That gratitude didn't win Bush the Teamsters' endorsement, but when the two sons who hold their fathers' jobs met last year, they hit it off.

"This White House pays more attention than the last one did," says Teamsters spokesman Bret Caldwell.

On promoting Alaskan drilling, the union and the White House have worked like old shift mates. Environmentalists had convinced many lawmakers that rigs would damage the wilderness, but the White House credits the Teamsters with changing minds. When the issue came up for a vote a month ago, House Republican Whip Tom DeLay marveled at the Teamsters' approach, which included posting envoys by watering members' offices as well as by the House floor. The vote passed. "They say, 'This is jobs for us and votes for you,'" says senior adviser Mary Matalin of the union pitch. "There's no tap dancing. They deliver."

Hoffa is also posting his valentines to 1600 Pennsylvania Avenue. The hope is that the Justice Department will shutter the three-member Independent Review Board, which monitors the union for fraud. Hoffa, who gets to choose one board member, has opted for C.O.R.-friendly lawyer Joe D'Amico. The Ad-

By shifting alliances and presenting an aura of unpredictability, Hoffa has transformed the union into a premier political force

sion came back with a plan that kept our local union per-cap payments to the International Union lower than any other international union at the same time as it restored our financial strength and gave us the resources to grow again. The elected delegates approved those recommendations at a Special Convention in 2002. Today, the Teamsters Union has financial stability and a plan in place to keep us secure for a long time.

The political climate in Washington and around the U.S. is not favorable to unions and the issues important to working families. What have you been able to accomplish in the political arena?

One of our biggest accomplishments has been mobilizing our membership. Our political action committee, DRIVE (Democrat, Republican, Independent Voter Education) is one of the largest PACs in the country. On top of that, we have worked hard to make sure our members are registered to vote and get involved in the political process. This

combination of resources and an active membership is incredible. We have been able to protect our borders by stopping the practice of letting Mexican trucks and drivers enter our country without any screening. We have lobbied hard to make sure that American trade agreements contain labor and environmental standards. We have taken on leadership roles with other groups to fight against unfair trade agreements like NAFTA and PNTR. More than that, we have restored the union's reputation. Politicians and other public officials from both sides of the aisle know we are a force for workers' rights. We fight for issues that impact the lives of our members. And we support candidates who support our issues. By taking a bipartisan approach, we have increased our political clout.

Over the last five years, I've had meetings with both U.S. presidents, Clinton and Bush. When people run for office at all levels, they seek the support of the Teamsters, because they know what it means to have Teamster members behind

them. We did not win the last presidential election, but we have had many successes across the country in races for the U.S. Senate and House, governorships and other offices. Some of our members have even run for office themselves—and won!

What was different about the Teamster effort in this last election?

We launched the most aggressive political action program in Teamster history this last election. Our main goal was and continues to be to advance labor's agenda in Washington and state capitols around the nation. While our candidate, John Kerry, did not win, we are proud that the International Brotherhood of Teamsters, along with the entire family of labor, united in an historic effort to fight for the interests of working families. As a result, more than 55 million people cast their vote for a progressive agenda.

For the Teamsters, this election marked the largest member mobilization effort in the history of our union. With hundreds of Teamsters working full time on the

campaign in the field, and with hundreds of thousands of leaflets and phone calls, hundreds of work site visits and dozens of rallies, the Teamster membership has never been more involved in a presidential election. We knew all along that, at a time of war, the campaign to defeat President Bush would be a tremendous challenge, but it was a challenge we could not avoid because working families confronted a jobs, pension and health care crisis that could only be solved with a new direction in government policy. That crisis continues and we will not rest in our efforts to confront it and solve it. We will continue

"Our union has come a long way. I've never been more proud to be a Teamster and look forward to serving the members in the years to come."

the things that we can do as Teamsters are similar. First of all, we need to continue to negotiate strong contracts that guarantee and improve our benefits. Secondly, we need to use our numbers to influence the



the fight for fair trade, universal health care, worker rights, pension reform and retirement security. And we will continue to work with everyone — Republican, Democrat and Independent—who shares our agenda.

You mentioned the health care and pension crisis. What are the Teamsters doing to address these important issues?

The pension and health care systems are under siege. These two crises are the result of a direct attack on the American Dream—and the American middle class. While the two systems have different problems and require different solutions,

legislative and political agenda. This means not only electing public officials who will fight for our issues, but also creating and supporting legislation to protect our benefits and fix the problems in pensions and health care. Thirdly, we need to organize. The more members we have—the more people in the American labor movement—the more power we have.

Looking at health care specifically, there is really only one solution at this point. We need a national health care system and we need it now. Rising health care costs are causing a loss of jobs and making America less competitive. Today, 45 million Americans are without health care.

Companies that provide health care for their employees have faced double-digit cost increases. Two-thirds of large employers have increased employee co-pays in the last year alone. The employer-based health care system is crumbling. The health care crisis contributes to the export of our manufacturing base. It's the cause of strikes. It's pulling wages and family income down. When the Chairman of General Motors and the President of the Teamsters both call for a national health system, you know it's time. First of all, we have to get Washington to summon up the courage to take on this issue. Then, we will have to fight for a system that is fair to working families and protects the benefits we have fought so hard for over the years.

The pension system has a very different set of problems. While the health care system in America is definitely broken, the pension system is not. With some very minor tax changes, Social Security could easily be fixed. However, the Bush administration and its allies don't want to fix the system. They want to see it destroyed. They want to make defined benefit pension plans a thing of the past. Their vision of an "ownership society" means privatization of Social Security and other programs. And that means putting all of the risk and responsibility on individuals. They want us to gamble away our retirements in the stock market. To address the nation's pension problems, once again, we need to negotiate strong contracts. We need to fight back employers' efforts to convert our defined benefit plans to defined contribution, or 401(k), plans. We also need to protect multi-employer plans that spread the risk out over many companies in an industry. And we have to influence our elected officials to take a stand to protect retirement security.

The labor movement was a critical part of the creation of the American middle class. Fair wages, job security, protections on the job, health coverage and guaranteed pensions all contributed to families

being able to live the American Dream. The attacks on our industries, on American jobs, on the health care system and on pensions are all attacks at our very way of life. Unions created the middle class. Now, we need to fight to save it.

While protecting Teamsters on the job is critical, what is the union doing to help Teamsters and their families in their communities?

Obviously, a union must be able to provide its members with good wages and benefits, protections on the job and job security. But the Teamsters Union has always been much more than that to me. There's a reason we call ourselves a brotherhood. We are a family. That means we have to do much more. The Teamsters have always been active in the fight for civil rights. We have taken up a number of initiatives to help our members and their families. One that is especially important to me is the James R. Hoffa Memorial Scholarship Fund. We now give out 100 scholarships worth a total of \$300,000 a year. Helping our members help their children succeed is a very fitting tribute to my father. While we're on education, our members have started school-to-work programs and donated history books to classrooms. Another program that I'm proud of is our Disaster Relief Fund. Teamsters from across the country contribute to this fund to help out other Teamsters in need. We have been able to help out our brothers and sisters in Oklahoma, Florida, Kansas, Virginia, New Jersey, Kentucky and Guam, to name a few places, as they tried to get back on their feet after hurricanes, tornadoes, floods and fires.

Of course, I can't talk about disaster relief without once again expressing how proud I am of the way our members responded to the terrorist attacks of September 11. Teamsters in the New York City area immediately volunteered in the rescue, recovery and clean-up efforts. Teamsters from across the country sent

donations and even made trips to New York to lend a hand. We will always remember the way we responded and the spirit we showed. Since September 11, many members of the Teamsters family have been called into active duty, serving in the armed forces around the world to protect our country. Our thoughts and prayers are with all of them.

Unfortunately, when you mention the Teamsters Union to some Americans they think of corruption and organized crime. You launched your own internal program to root out corruption and criminal influences throughout the union. Five years later, what kind of progress have you made?

The Teamsters stereotype doesn't mesh with reality any longer. In fact, today's Teamsters Union is the cleanest and most democratic union in North America. Our union is comprised of 1.4 million men and women who work hard every day. And there are thousands of shop stewards and local union officers who work equally hard defending their interests. Nevertheless, we are vigilant in our efforts to remain corruption free. We do not take our current status as the cleanest and most democratic union in America for granted. When our General Executive Board was sworn into office, one of the first things it did was to launch a vigorous anti-corruption program.

No other union or any corporation has ever attempted such a thorough self-review. And, since that time, we have put locals in trusteeship and thrown people out of the union who were not living up to the standards we established. The important thing to remember here is that no matter how much we accomplish, and we've accomplished quite a lot, we can never, ever relax. There are always those who would take advantage of their positions for personal gain. There will always be some bad apples out there that will try to undermine our union. Our job is to make sure they stay powerless and on the outside.

What challenges do you see for the union in the next five years and going forward in the Teamsters' second century?

For unions and union members, the challenges never really change. We will always have to concentrate on maintaining our unity, keeping our finances strong, increasing the size of our union, negotiating strong contracts and enforcing them. As Teamsters, we will continue to battle corruption and keep our democracy strong.

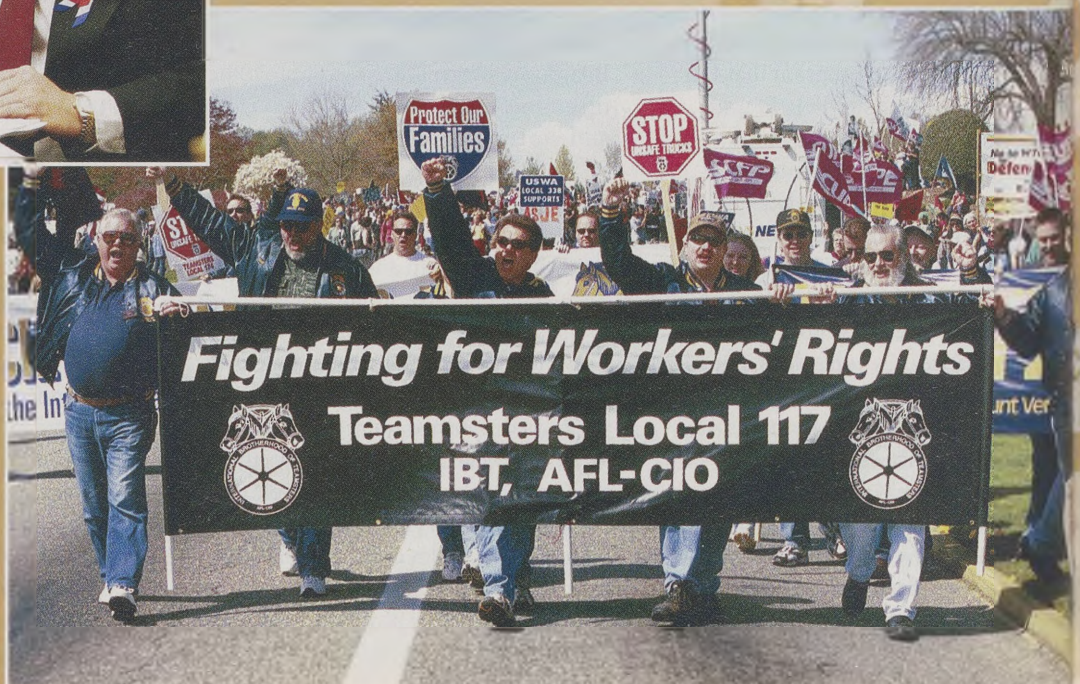
One of our goals is to end the Consent Decree and get the government out of our union. With the reforms we've put in place and the progress we've made, I am hopeful that this will happen soon. There are also bigger, more global issues to face. As I've said, our health care and pension systems are in crisis. We need the government to step in to both situations and develop workable solutions. It is long past time for national health insurance. Health care costs are driving companies and families into debt. Retirement security for many Americans is disappearing. Our society needs to do more to address both of these issues.

As the economy and the corporations we deal with become increasingly global, we also have to take a stand to protect workers' rights around the world. Very recently, we received a tragic reminder that the rights we take for granted in the U.S. are not so natural elsewhere. A Teamster member, Jose Gilberto Soto, was murdered in El Salvador outside of his mother's home while trying to help port workers in that country. We need to raise the standards of living for all workers. Labor rights are human rights.

Last year, we celebrated the Teamsters' 100th anniversary. Our union has come a long way. Today, we have a very diverse membership of men and women who include truck drivers, nurses, teachers, airline employees, laundry workers, railroad engineers, bottlers, boxers and public safety officers. I've never been more proud to be a Teamster and look forward to serving the members in the years to come.

A Powerful VOICE

TEAMSTERS WORK ACROSS
PARTY LINES TO GET THINGS
DONE IN WASHINGTON





Fighting for members does not begin and end at the bargaining table.

Often what affects members most is decided in the halls of Congress. Over the last five years, there has been a renewed push to have the union's voice heard in Washington, D.C. and beyond.

By fighting for everything from the highest office in the country all the way down to city council members and everything in between, the Teamsters Union has established a reputation for strong political action. When General President Jim Hoffa took office, he said: "We have no permanent friends. We only have permanent interests. If you are willing to support the interests of working people, you can earn our support. If you do not, then we don't want to have anything to do with you."

This set the stage for the Teamsters' political action over the past five years. Many fights have been taken up. Plenty have been won and some lost. Other fights are ongoing. When certain fights cannot be won, the union affects change in other ways. Namely, by changing the very composition of Congress. Countless United States Senators and House members have been elected thanks to Teamster support.

If there is an issue that affects working families—whether it's overtime, outsourcing, trade agreements, organizing issues, ergonomics, hours-of-service regulations, pension reform and many others, the Teamsters Union—whether through lobbying or grassroots political action—takes up the fight.

WTO: Battle in Seattle

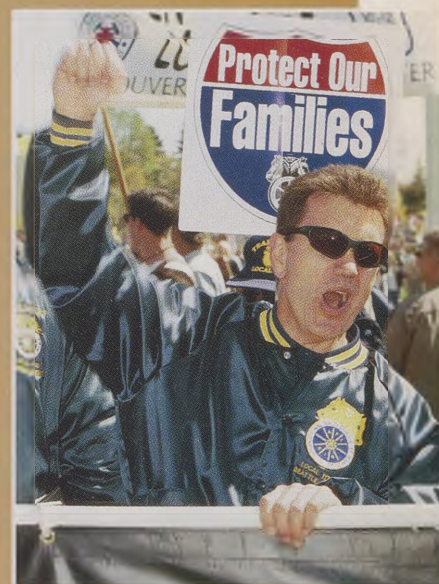
Just as the Hoffa administration was taking office, an international battle was brewing in Seattle. The World Trade Organization (WTO) was scheduled to meet. The last week of November 1999 will go down in the history books as the moment when the issue of worker rights in the global economy took center stage.

And the Teamsters Union, under the guidance of Hoffa, was a major catalyst of the movement.

The Teamsters Union mobilized workers from all over the country to take part in the "Battle in Seattle." Tens of thousands of working people united together to give new voice to the long battle for worker rights that had been fought by millions around the world for decades. And it brought to the world stage the fight for fair trade that the Teamsters mounted in congressional battles over the North American Free Trade Agreement (NAFTA), the General Agreement on Tariffs and Trade (GATT) and other so-called "free trade" agreements.

"I have never been so proud of our union as I was marching with thousands of our brother and sister Teamsters peacefully through the streets of Seattle," Hoffa said.

The Teamster presence at the WTO meeting was important because members' wages and benefits were at risk. If the WTO continues to allow unfair trade practices across the globe, then workers will be undercut and standards will decline.



Top of the Charts

The Teamsters bring tenacity to any fight they take on and the union is more than willing to cross party lines for the benefit of its members. During the past five years, this took on new meaning as causes were taken up that had previously been ignored. As a result, the union has gained more clout and its political arm has taken on a more respectable polish than it had in the past.

One major accomplishment has been revitalizing interest in the DRIVE program. DRIVE (Democrat, Republican, Independent Voter Education) is the Teamsters' nonpartisan political action committee. It supports grassroots action by Teamster families to stand up to the interests of big business. In the last five years, contributions to DRIVE have increased by 33 percent. Membership has also grown; in 2004 alone, 9,844 new members signed up for DRIVE.

LEGISLATION

November 1999

Teamsters from across the country descend on Seattle to protest WTO.

April 2000

Teamsters protest in Washington, D.C. against PNTR status for China.

November 2000

In the 2000 Election, the Teamsters support Vice President Al Gore.

February 2001

Teamsters rally near the Mexican border to voice opposition to NAFTA and cross-border trucking.



March 2001

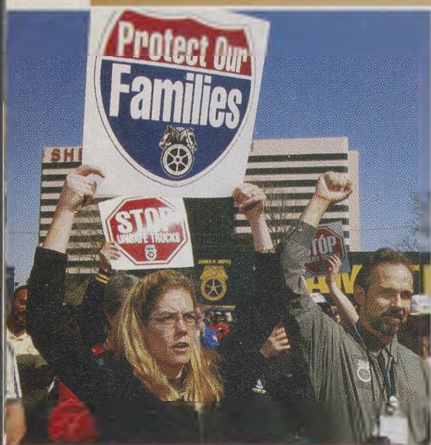
Teamsters rally in Oklahoma against right-to-work laws.

March 2001

The Hoffa administration voices support for energy exploration in ANWR.

July 2001

Hoffa testifies before the Senate reaffirming Teamster opposition to cross-border trucking.



September 2001

Hoffa testifies before the House on the impact of the 9/11 attacks on the airline industry.

June 2002

Political and legislative coordinators for the union gather in Washington, D.C. to discuss strategy for the 2002 election cycle. The theme of the three-day conference is "Building a Teamster Majority."

November 2002

For the mid-term elections, Teamster support propels many Senate, House and gubernatorial candidates to victory.

Reflecting the growing political clout wielded by the strongest union in North America, *Fortune* magazine ranked the Teamsters in its "Washington Power 25," a list of the most powerful lobbying groups in the nation's capital. The Teamsters Union is the only AFL-CIO affiliate to make it into the top 25, sharing company with such renowned political heavy-hitters as the National Rifle Association, the U.S. Chamber of Commerce and the National Association of Manufacturers.

"This designation proves what we have been saying all along: The

Teamsters are back, united, proud and strong," Hoffa said. "It means that when our collective voice of 1.4 million members speaks, policymakers on Capitol Hill listen."

The ranking is all the more remarkable given that the anti-union White House has overseen a flood of new pro-business lobbying groups, representing such constituencies as beer wholesalers, realtors and homebuilders.

"Despite the fact that big business lobbying grossly exceeds that of labor, this report recognizes that the Teamsters, and the working families we represent, are a force to be reckoned with," Hoffa said.

This statement would ring true time and again as the union jumped headfirst into issues affecting working people.

Cross-Border Trucking

One of the most sterling examples of Teamster power has been demonstrated over the last five years in the fight to keep unsafe Mexican trucks off of the nation's highways. Everyone from the Supreme Court to the president, from the most powerful lobbyists in the world to members of Congress, have all tried lifting the ban but have been unsuccessful.

Before NAFTA was signed into law, there were many restrictions on cross-border trade among the U.S., Canada and Mexico. NAFTA changed all that by lifting those restrictions. The diligence of the Teamsters is the only thing that has kept restrictions on cross-border trucking in place, keeping Mexican rigs from threatening the safety and jobs of U.S. drivers and workers.

The American and Mexican trucking industries, an international arbitration board, pro-trade lawmakers and even President George W. Bush's administration have weighed in on the restrictions over the past five years. All these groups have been trying to allow Mexican trucks to enter freely into the U.S., as NAFTA calls for, rather than keeping within the thin commercial zone in Southwestern border states.

The U.S. Supreme Court even got involved in 2004 and issued a ruling that was seen by many as lifting the ban on Mexican trucks. But the ban is still alive, thanks to the hard work and lobbying efforts of the Teamsters.

"The Teamsters Union is well versed in this matter and our

union can tell you a thing or two about trucking safety," Hoffa said. "Mexican trucks pose a definite danger to families traveling on American highways and we will not rest as long as some keep trying to let them in without regulation."

Other Issues

The union's increased clout on Capitol Hill has brought much attention to issues that otherwise might be ignored by the general public. Two such issues are PNTR and FTAA. The first is granting Permanent Normal Trade Relations (PNTR) status to China—a country not known for adhering to international labor laws. Free Trade Area of the Americas (FTAA) is an extension of NAFTA. Both were opposed by the Teamsters Union.

In 2000, approximately 5,000 Teamsters rallied in Washington, D.C. to tell Congress to vote "no" on PNTR for China, in which it would benefit from concessions like lower tariffs on goods and reduced domestic import barriers on items like clothing and steel. For FTAA, thousands of Teamsters rallied against it, most notably a 1,400-member rally in Florida in November 2003. FTAA will cost more American jobs, trample labor rights and hurt the environment.

Under the direction of the Hoffa administration, these issues took on a new light as the union got involved and, as a result of the international media attention paid to the union's efforts, the general public became more knowledgeable on both issues.

The Teamsters has weighed in on countless other issues in the last five years, ranging from fighting for relief for airline workers after the September 11 attacks to working toward fairer rules for workers, from battling attacks on overtime to lobbying on behalf of retirement security, multi-employer pension reform and health care issues.

The union has also gotten heavily involved in presidential politics over the last five years. Teamsters from around the country participated in efforts to elect both Al Gore and Senator John Kerry to the highest office in the land. Though the union may not have elected the president, it made the current administration sit up and take notice, realizing that the Teamsters would not sit still as Bush tried to tear down hard-won labor gains.

President Bush: Fighting With and Against

While the Teamsters actively fight against President Bush on many issues, it has also worked closely with him at times. While working together on opening Alaska's Arctic National Wildlife Refuge (ANWR), Bush even visited Teamster Headquarters in Washington, D.C., becoming the first sitting president to do so in decades. Hoffa was also a guest in the presidential box—joining Afghanistan's Hamid Karzai—during Bush's first State Of The Union address.

April 2003

Hoffa announces the formation of the Labor Environmental Alliance aimed at promoting economic development and new jobs while protecting the environment.

June 2003

Hoffa appears at a press conference with members of Congress to denounce unfair U.S. trade agreements with Chile and Singapore.

August 2003

The Teamsters Union endorses Rep. Richard Gephardt for the Democratic Presidential nomination.

September 2003

With prodding by the Teamsters Union, the Senate votes to protect overtime rights.



November 2003

Teamsters turn out in Florida to protest the FTAA legislation.

November 2003

The Teamsters Union leads a congressional delegation to Mexico to witness the effects of NAFTA 10 years after its passage.

January 2004

While the union rallied members in Iowa for the caucuses for Rep. Gephardt, he loses to John Kerry.

November 2004

In the 2004 Election, the Teamsters support Senator John Kerry.

The Teamsters has reached—and is still reaching—across party lines to open up ANWR for energy resources and jobs in this ongoing effort.

"Sixty-two percent of Americans believe our nation has grown too dependent on foreign oil, and exploring for oil in ANWR would reduce that dependency," Hoffa said. "It makes sense that we should explore for energy resources not only where the majority of Americans support exploration but the majority of Alaskans support it too."

The Teamsters have led the fight because it strongly believes that responsible energy exploration in ANWR will not only provide a safe alternative to the millions of gallons of oil currently imported from abroad, but will also provide thousands of good Teamster jobs. And with fuel prices climbing steadily, it makes even more sense.



Q & A

with General Secretary-Treasurer C. Thomas Keegel

As Secretary-Treasurer of the union, you were put in a tough spot from day one. Can you tell us what the union's financial situation was when you took office?

When we first took office, the Teamsters Union was in a pretty dire situation. The union's treasury had been depleted. It was down from \$154 million to around \$1 million. The Strike Fund was paying 1980s-level benefits. The weekly benefits had dropped to \$55 a week, down from \$200 a week. The union was spending much more than we were taking in.

How did things get so bad?

It was a combination of factors. First of all, the union had few if any safeguards or protocols in place to govern spending. The union was deficit spending on a regular basis. That may work for the government when it is trying to spur the economy and investing in infrastructure, but it rarely works for companies or unions. The union was using outdated and inefficient equipment. And it couldn't afford to invest in newer, cost-saving technology. On top of that, the dues structure had not changed in almost twenty years. While the union was growing and the costs of

everything were going up, our income stayed relatively constant. It was a disastrous situation.

What did you do to put things back on course?

Well, we immediately put in place some controls to contain spending. We created a balanced budget for our first year and we stuck to our plan. We have kept the budget balanced ever since. We also cut down on spending. We eliminated excess without cutting member services. We cut out perks. We upgraded our check processing system and we replaced outdated equipment, purchasing new computers and other equipment to make ourselves more efficient. We renegotiated our insurance contracts to get better rates. We examined every aspect of the union. And, throughout this process, we kept the membership informed every step of the way. Not only did we want to cut costs, but we wanted the members to be a part of the process. This is their union.

Once we got our spending under control, we needed to set up new systems to keep it that way. The union hired an independent Certified Public Accountant (CPA)

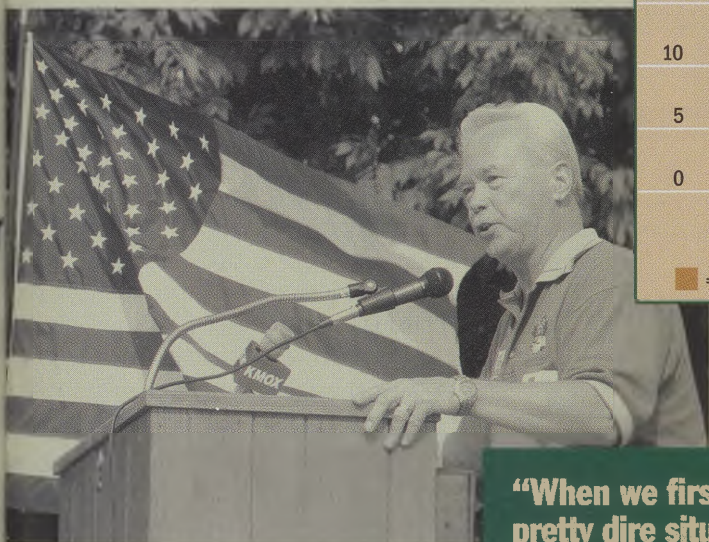
to review all of our internal controls and protocols and make recommendations for improvements.

How long did it take to get things turned around?

The union's finances were a top priority for our administration. We hit the ground running because we knew the situation could not continue for even a day longer. Because of the reforms we put in place, we saw immediate results. In our first four months, the union's assets doubled from \$3.2 million to \$6.4 million. After eight months, assets were up to \$10.4 million. Today, we record total assets of \$148 million which includes \$97 million in liquid assets. Included in our liquid assets is the Strike and Defense Fund, and funds for organizing activities both funded in accordance with the International Constitution

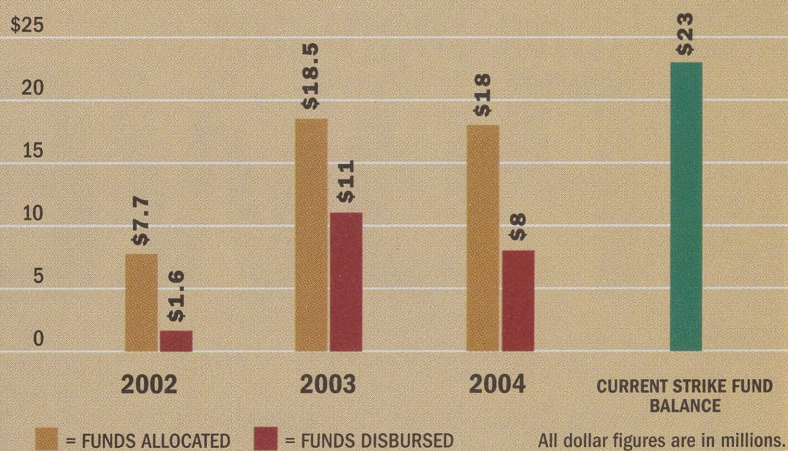
You said that the dues income and structure were not adequate to meet the needs of the members. How did you address this situation?

In 2001, we created a Blue Ribbon Commission to assess our financial situation. We knew the dues structure needed to be



A MEANINGFUL STRIKE FUND

A dedicated Strike and Defense Fund was created as a result of the 2002 Special Convention. Member benefits increased from \$55 per week to 10 times the hourly rate per week:



“When we first took office, the Teamsters Union was in a pretty dire situation. The union’s treasury had been depleted. It was down from \$154 million to around \$1 million,” Keegel said. “Today, our liquid assets are back up to approximately \$97 million and our total assets have jumped to \$148 million.”

fixed once and for all. We needed to figure out a way to maintain a steady and sufficient income stream. We instructed the Commission to develop a new dues structure that would fix the problem once and for all, and at the same time allow us to revive the Strike Fund and set aside resources for organizing. The Commission spent several months studying the situation and developing its recommendations. The Commission suggested raising dues by a nickel an hour. According to their plan, this increase would create a dedicated strike fund with meaningful benefits, establish an organizing war chest and rebuild the union’s services and programs. At the same time, our per capita dues structure remained lower than that of any other international union and we maintained the autonomy of our local unions. The union called a special convention in 2002 to discuss and vote on the Blue Ribbon Commission’s proposals. The delegates overwhelmingly voted to adopt the recommendations. Two years later, I am proud to say that our Strike Fund benefits are back up to 10 times the hourly rate of pay per week and we have the resources we need to organize new

members and provide existing members with the services they need and deserve.

Have you been able to maintain the momentum? What is the union’s financial situation today?

Today, our liquid assets are back up to approximately \$97 million and our total assets have jumped to \$148 million. As I said, our Strike Fund is once again healthy and able to provide much-needed assistance to our striking members. The systems we have put in place reversed the union’s course and put us back in the black. One of the reasons we were able to take such big steps so quickly was because of the support we got from the members. When we ran for office, we talked about trusting the members and putting the union back in their hands. We made sure to explain the situation we faced and the reforms we wanted to institute. We even held a conference for Teamster accountants from across the country to explain

our new systems and ask them to bring our reforms back to their locals. As the union reunited, it made our tasks that much easier.

Throughout the presidential campaign, candidates talked about our economy and the problems we face. What do you see as the challenges for keeping the Teamsters Union in a strong financial condition?

The first thing is we need to keep our union united. We’ve tried to make our reforms transparent. We’re not hiding anything from the members. They need to hear the good news and the bad. Doing that makes it much easier to accomplish our goals. Secondly, we need to organize. The more members we have, the more power we have to negotiate stronger contracts and provide better services. More members also mean more dues coming in. New members will never spread our resources too thin. They will only expand our resources for all members.

Building Teamster

POWER For A New Century

The 2001 Teamsters Convention showcased a union that was unified, energized and ready to grow. Nearly 1,800 delegates were called upon to tackle complex and daunting challenges facing the union.

The most important of these changes was the historic amendment enshrining the concept of "one member, one vote" as a permanent component of the union's International Constitution.

This decisive action was the central feature of the "Democracy Pack-

age" presented to the delegates by the convention's Constitution Committee. It called for open nomination of candidates at a convention by elected delegates, direct election of officers and the groundwork for restoring self-governance to the union. The "Democracy Package," unprecedented in the labor movement, was overwhelmingly approved following the committee's presentation.

"That resolution made the Teamsters the most democratic union in North America," said Jim Hoffa, Teamsters General President. "It was a great day for our members."

Meeting Financial Challenges

The second major resolution debated at the convention dealt with finances. Secretary-Treasurer Tom Keegel spoke to the delegates, urging them to pass a resolution creating a Blue Ribbon Commission to study the financial situation of the union and make recommendations for improvements to the General Fund

and the Strike Fund. After years of waste, fraud and abuse of dues, the union was barely solvent.

"We had to stem the tide of financial losses," Keegel said. "We could not implement a successful plan to repair and strengthen the union's finances until that was accomplished. We kept at it until we had thoroughly cleaned house and established a financial control system that is the tightest and most efficient in the labor movement."

The delegates completed an amazing amount of work at the 2001 convention, compressing 10 years worth of unfinished business into a five-day period. In addition to the "Democracy Package" and finance reform, significant changes to the International Constitution and strategic plans for new programs were adopted.

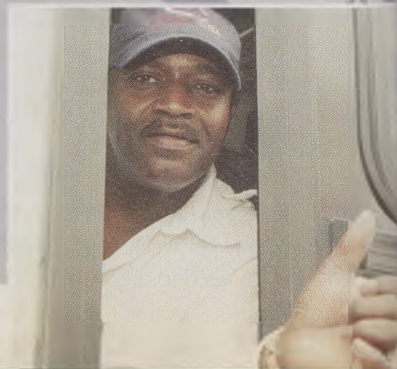
One year later, the Blue Ribbon Commission on finances presented recommendations at the Special Convention in April 2002. 95 percent of the delegates voted to accept recommendations from the Blue Ribbon Commissions on strengthening the Teamsters finances. The vote resulted in a dues increase of five cents per hour per member and opened up many new avenues to rebuild the union's net assets.

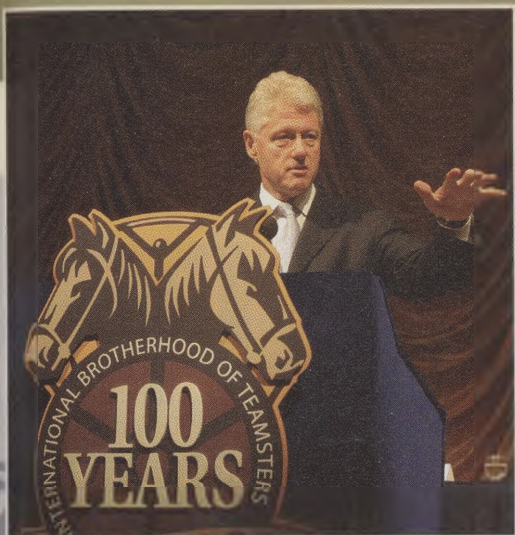
The plan produced by the Blue Ribbon Commission helped create a dedicated strike fund with meaningful benefits as well as earmarking millions towards funding new organizing campaigns, among other things.

Improving Image

The Teamsters Union has also implemented several major initiatives to address the union's public image and restore members' pride.

For the first time in U.S. history, a national labor union financed an independent, internal investigation of the history and current status of organized crime influence in its ranks and released it to the public. The 526-page report is called "The Teamsters: Perception and Reality: An Investigative Study of Organized Crime Influence in the Union." Former federal prosecutor





Edwin Stier was the principal author of the report.

"Our study has found that organized crime is no longer the problem it once was in the Teamsters," Stier said. "The days of the Teamsters being synonymous with organized crime are over. The Teamsters Union is no longer dominated or heavily influenced by organized crime. Today's Teamsters are committed to keeping organized crime out of the union."

The Hoffa administration has promoted unity in other ways over the last five years. The 100th Anniversary Celebration, held in September 2003, showcased the Teamsters achievements over the last century. The celebration, attended by thousands of members from across North America, featured speeches by Bill and Hillary Clinton, Dick Gephardt, AFL-CIO President John Sweeney and Civil Rights legend and U.S. Rep (D-GA) John Lewis.

One For All

Teamsters also now gather every year to celebrate their growing solidarity at the Teamsters Unity Conference. Members have a chance to show their enthusiasm, discuss concerns, share ideas and promote events and political activities that support Teamster goals.

The 2004 Unity Conference was a momentous occasion for the union. More than 2,000 members gathered to focus on two pressing issues for the future of the union and the labor movement: Politics and Organizing.

Teamsters from across North America joined together to fight for the rights of working families and bring to power a pro-worker voice at all levels of government. Person-to-person communication and the involvement of local and religious communities were stressed as key components to increasing members' political power.

Teamsters continue to find strength and unity in their diversity as well. The Human Rights Commission and the Black, Hispanic and Women's caucuses are working harder than ever before to help members find a stronger voice on the job and in the union.

"Being a Teamster is knowing that you are part of something bigger than yourself," Hoffa said. "It is knowing that together we have the power to improve the lives of all working people."

May 2000

Teamsters celebrate renewed unity, pride and action at the Unity Conference.

June 2000

The Teamsters National Black Caucus celebrates 25-year anniversary.

March 2001

Teamsters unite in support of UPS contract campaign.

June 2001

Historic Constitutional changes adopted at 2001 Convention.



March 2002

Teamster women develop action plan for the future at conference in Chicago.

May 2002

Teamsters secure their financial future at a Special Convention with passage of recommendations by Blue Ribbon Commission.

September 2002

Teamsters stand in solidarity with striking longshoremen in California.

November 2002

Freight members unite to prepare for contract negotiations.

May 2003

Unity Conference 2003 brings renewed energy and support to union-wide organizing initiatives.

September 2003

Teamsters celebrate 100-year anniversary.

March 2004

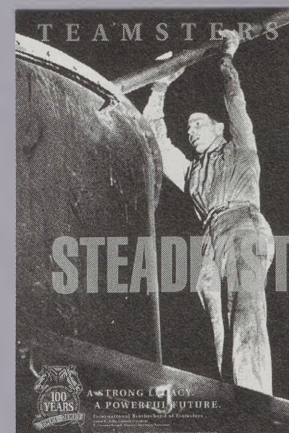
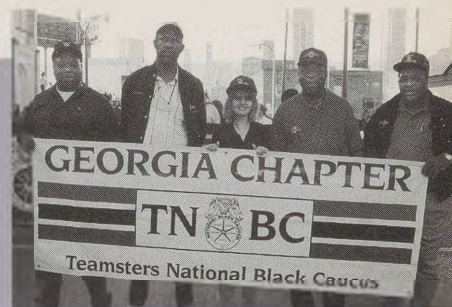
Teamster women exercise their political voice at annual conference.

May 2004

Teamsters and rest of labor unite in support of Kerry campaign.

October 2004

A united Teamsters Union leads labor movement in get-out-the-vote activities.



REACHING OUT

Taking Action to Improve the Lives of Working Families

Over the last five years—with working families facing economic instability, relentless natural disasters and threats to the nation's security—the Teamsters have been busier than ever establishing programs for members wherever a need exists. At any given time, Teamsters can be found taking the lead in community improvement projects, educational programs and political activities defending the rights of workers.

"Being involved with our communities isn't an occasional effort for Teamsters," said Jim Hoffa, Teamsters General President. "It's a way of life—and always will be."

In 2000, with a renewed sense of purpose growing among members, local unions began re-energizing their community service programs. Community service programs not only respond to needs of residents of the community, they

also help change perceptions about unions. Locals 639 and 730 in Washington, D.C. got involved with a youth boxing program to help provide kids with worthy, character building activities. But members soon discovered there were side benefits as well.

"When community residents see unions working for their kids, they are more likely to take our side when there is a dispute with a corporation," said Nat Lewis, a 26-year member of Local 730 who helped start the program. "Everybody wins in a situation like that."

Charitable Giving

On a national level, Teamsters have proven to be staunch supporters of major charities associated with diabetes, cancer research, muscular dystrophy and numerous children's hospitals. The union has also set up two of their own programs with a national focus—The Teamsters Disaster Relief Fund and the James R. Hoffa Memorial Scholarship Fund.

The James R. Hoffa Memorial Scholarship Fund was created in 1999 to assist children and grandchildren of members in paying for their college education. Over the last five years, thousands of dollars have been awarded to recipients in each of the union's five geographic regions. This year, 100 scholarships will be awarded—31 \$10,000 scholarships to be dispersed over four years and 69 one-time \$1,000 grants.

"My father believed that education should be available to everyone," Hoffa said. "By building this fund and sustaining it, we will put his belief into action and continue sending Teamster sons, daughters and grandchildren to college."

The Teamsters Disaster Relief Fund was set up to help members living in officially designated federal disaster areas. A concerted effort to raise members' awareness of the fund in recent years has led to increased donations. That increase has been particularly important this year as multiple hurricanes struck Florida and other states in the southeastern region of the country.

National Solidarity

The Teamsters sense of community spirit was put to the ultimate test in September 2001 after the terrorist attacks in New York and Washington, D.C.



More than 1,000 Teamsters from New York, New Jersey and across the country contributed to the rescue and relief efforts in the wake of the terrorist attacks. Thousands more donated blood and gave money to the Teamster relief fund.

In New York, Teamsters from Locals 282, 831, 560, 237, 707 and 807 volunteered their time and energy in the days immediately following the terrorist attacks, working 12-hour shifts to remove debris from the disaster site, load and deliver supplies to workers, assist in rescue efforts and even form bucket brigades. They didn't question assigned tasks, nor did the hundreds of other Teamster volunteers arriving at the disaster site—they just did what needed to be done.

"I've never been prouder of the union than during that terrible time," said Gary LaBarbera, President of Local 282. "It was Teamsters who came in behind and next to our police officers and firefighters."

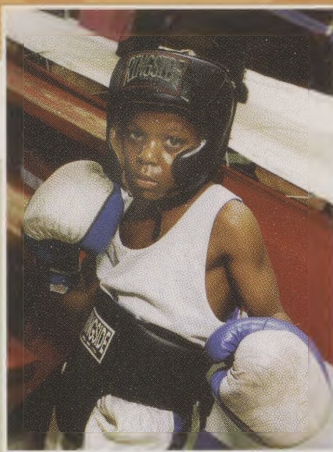


"Whatever the situation, whatever the need, Teamsters respond to calls for help immediately," Hoffa said. "They respond not to gain attention, praise or rewards, they respond because it is the right thing to do."

Investing In The Future

An increasing number of Teamsters are taking an active role in educating the workers of the future through participation in school-to-work programs. The programs educate students on the role labor unions play in the modern economy as well as the community through work-study programs, mock collective bargaining sessions and adopt-a-school programs. The programs also give union members a chance to dispel some wrong ideas about unions in general and the Teamsters in particular.

Over the last few years Teamsters have also been involved in countless community projects including raising tens of thousands of dollars for local charities, sponsoring athletic teams, building houses for the homeless, transporting elderly residents to the polls on election days and even supporting a member's quest to participate in the Olympics.



January 2000

Youth boxing program developed by Washington, D.C. locals.

September 2000

Teamsters become actively involved in School-to-Work education program.

March 2001

Teamsters showcase the new comprehensive Teamster Training School in Nevada. Students learn various driving and material transport skills.

April 2001 Wisconsin member initiates hot lunch program for kids that catches on in other communities.

September 2001

Teamsters across the country respond to the call for help after the 9/11 attacks.

January 2002

Teamsters develop national training plan to expand the work done at six separate Teamster driving and skills training schools around the country.

June 2002

Teamsters answer the call for military service.

January 2003

Teamsters at Local 25 initiate program of teaching English as a second language to members and surrounding community.

May 2003

Teamsters showcase James R. Hoffa Scholarship Fund at Unity Conference. Donations to the fund have increased each year, allowing more students to receive help.

September 2003

Teamsters promote labor education through distribution of Teamster 100th Anniversary history books to schools throughout North America.

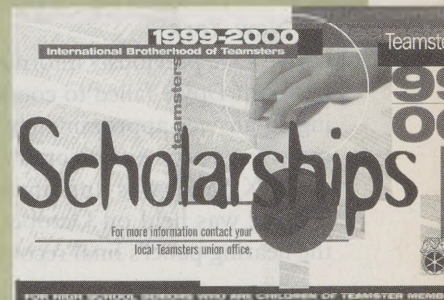
March 2004

Teamster women mentor future leaders through workshops and programs at 2004 Women's Conference.



September 2004

Teamster Disaster Relief Fund assists victims of multiple hurricanes.



REPORT 83 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: December 9, 2004

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eighty-third Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss the status of pending charges about which we have previously informed you.

II. STATUS OF PREVIOUS IRB CHARGES

A. SCOTT DOYLE - Local 456, Elmsford, New York

We have previously informed you that Local 456 Member Scott Doyle failed to cooperate with the IRB by refusing to answer approximately thirty questions during his in-person sworn examination. Charges were filed, an Article XIX panel was appointed to hold a hearing, and a hearing was held on October 27, 2004. The IBT awaits the hearing panel's final recommendations.

B. JOSEPH L. BERNSTEIN - Local 781, Des Plaines, Illinois

In the last issue of the *Teamster* magazine we informed you that on October 14, 2004, the IRB issued an Investigative Report to General President Hoffa concerning Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein. The Report recommended that Mr. Bernstein be charged with bringing reproach upon the IBT and violating his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. On October 20, 2004, the IBT filed the charges against Mr. Bernstein. The IBT appointed a hearing panel and scheduled a hearing for January 6, 2005.

C. JOSEPH VITTA - Local 812, Scarsdale, New York

We have previously informed you that Local 812 Recording Secretary Joseph Vitta allegedly discussed ongoing contract negotiations with Anthony Rumore, a prohibited person at the time. Further, Mr. Vitta during his September 26, 2003, sworn examination, allegedly testified falsely about his contacts with Mr. Rumore during his suspension by stating that no union business as ever discussed. Charges were filed by Joint Council 16 against Mr. Vitta.

On November 19, 2004, Joint Council 16 agreed to Mr. Vitta's Agreement to resolve the charges against him and forwarded the Agreement to the IRB. On December 9, 2004, the IRB requested of counsel to Joint Council 16 that the parties amend the Agreement to include usual language relating to Mr. Vitta not attending or participating in activities and affairs of Local 812 and other IBT entities, and not taking or accepting any remuneration to replace benefits lost pursuant to the Agreement.

D. CHUCK CRAWLEY, DENNIS BANKHEAD AND MARIE ESPINOSA - Local 988, Houston Texas

We have previously informed you that in its September 9, 2004 decision, the IRB found Mr. Crawley guilty of embezzlements involving the telephone installation at the union hall and the purchases of t-shirts and stickers. Mr. Crawley was permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity and may not hereafter obtain employment, consulting or other work, directly or indirectly, with the IBT or any IBT-affiliated entity. On charges of embezzlements by Mr. Crawley, Mr. Bankhead and Ms. Espinosa involving barbecue pits, aiding and abetting Ms. Espinosa to embezzle money from the union, and by the payment of legal fees for Ms. Espinosa, the charges were not proved.

On September 9, 2004, the IRB decision was forwarded to Judge Preska who by Order of October 4, 2004, gave respondents and the Chief Investigator time to reply to the Court. By December 2, 2004, all replies were submitted to the Court.

III. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 65 calls reporting alleged improprieties. As

in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, NW, Suite 528
Washington, DC 20001

IN MEMORIAM

Jose Gilberto Soto

1954-2004

On Friday, November 5, 2004, Teamster Representative Jose Gilberto Soto was shot in the back and killed in front of his mother's house while visiting Usulután, El Salvador. The three men who murdered Soto one day shy of his 50th birthday did not rob him and immediately fled the scene.

Soto was a trusted and respected Teamster leader from the Port of New York/New Jersey who was a vocal leader in the effort to organize port drivers—the most exploited truck drivers in the United States. He was visiting El Salvador on behalf of the Teamsters and developing ties with unions and activists who have been trying to organize port drivers working for Maersk Sealand's trucking subsidiary, Bridge International Transport.

Talented and Energetic

Soto was born in El Salvador, immigrated to America in 1975 and settled in New Jersey where he worked numerous jobs to make ends meet.

However, it was at electrical fuse manufacturer

CEFCO that Soto first joined the Teamsters as a member of Local 11. Soto's talent and energy was immediately apparent and he rose quickly in the union, serving as a shop steward, business agent and eventually President of Local 11 in 1993.

In 2000, the Teamsters hired Soto as the Port Division Representative for the New York/New Jersey Ports and the New England region. Soto's background and heritage gave him a special connection to port drivers, as many were originally from Central American countries.

Won't Back Down

As much good as Soto was doing in America, he believed that port drivers everywhere deserved representation and free-

dom from the exploitation of huge steamship lines like Maersk. It was for this reason that he returned to his native El Salvador on October 30, 2004 with the hope of fostering union solidarity.

Soto will be missed—by his family, his union brothers and sisters and every worker he ever touched. He has left an indelible mark on the labor movement, and his legacy will live on

as an inspiration to those who follow him. Soto leaves behind his wife, three children, six siblings and his mother.

"Brother Soto's passion

for this cause was well known throughout the union, and it would dishonor his memory if we did not continue this fight," said Jim Hoffa, Teamsters General President. "He recognized the need to organize port drivers who have been exploited by steamship lines for far too long. We will not back down from this fight. We will bring justice to these workers as a tribute to Gilberto Soto. He would not want it any other way."

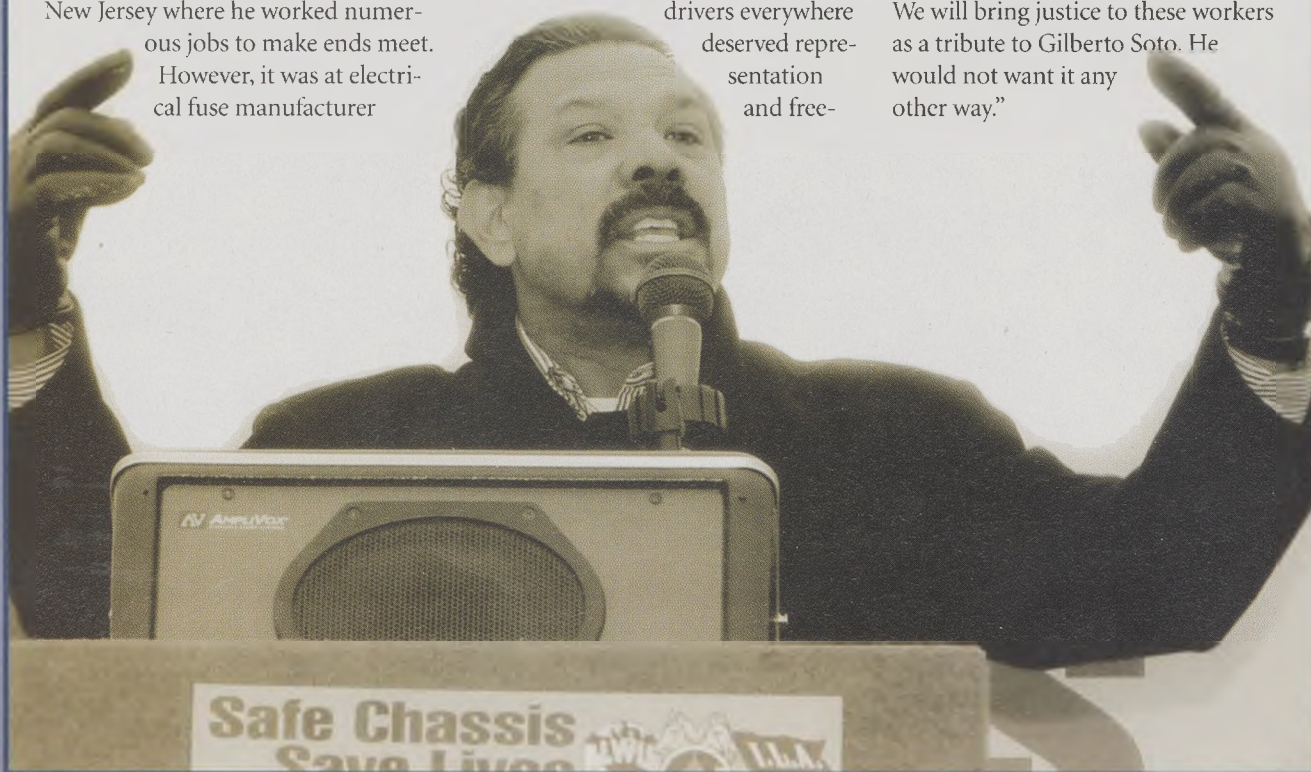


PHOTO BY LEN LIPKOWITZ



OPEN

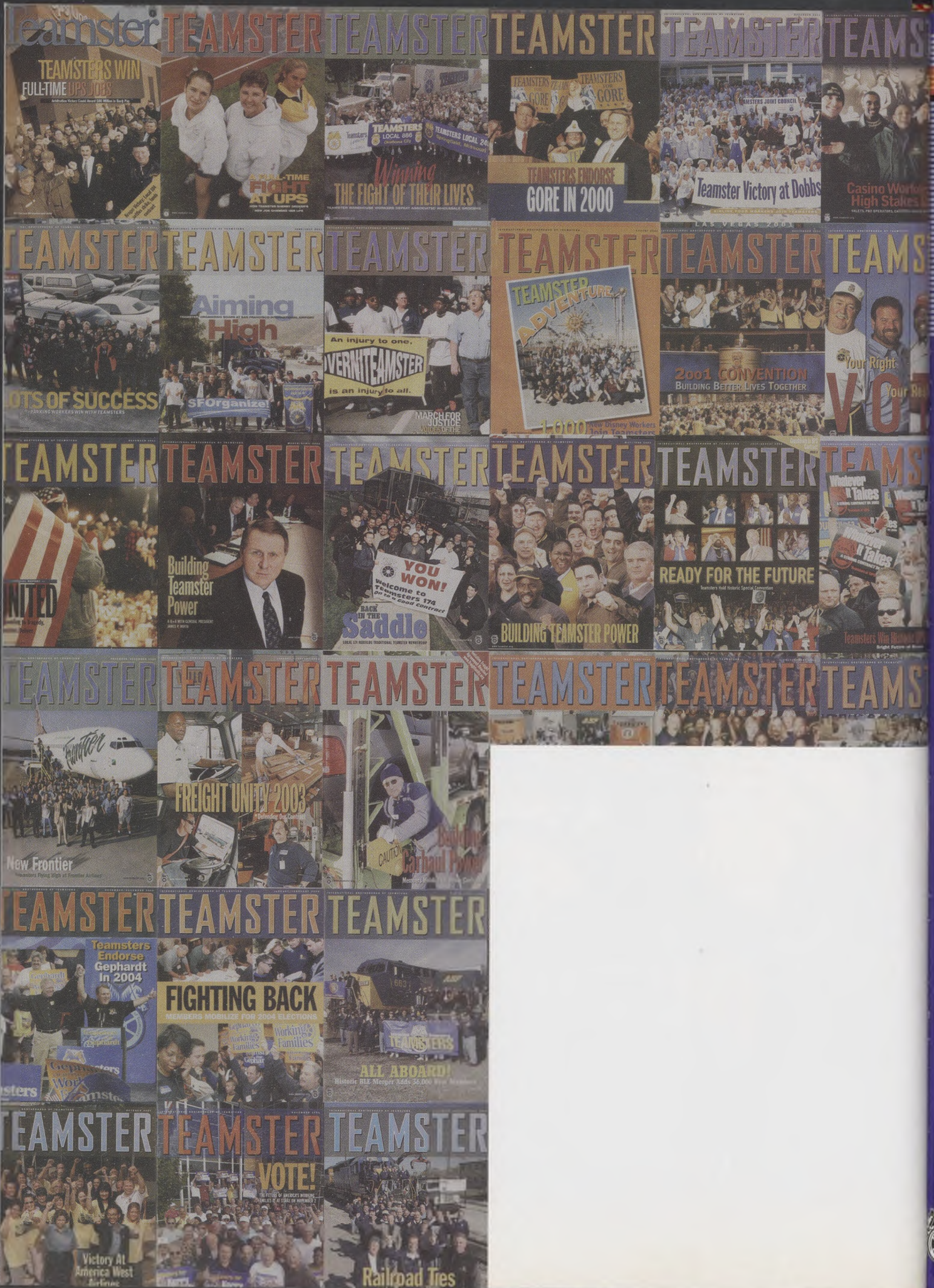
*Give to the Teamsters
Disaster Relief Fund*

Hearts

Send your tax-deductible donation to:



Teamsters Disaster Relief Fund
25 Louisiana Ave NW, Washington DC 20001



TEAMSTER



PRESSING AHEAD

GCIU Merger Adds 60,000 New Members



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TEAMSTER

www.teamster.org



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A MESSAGE FROM THE GENERAL PRESIDENT

A Welcome Addition

I am deeply honored and proud to welcome the Graphic Communications International Union (GCIU) into our Teamsters family.

Graphic Communications workers exemplify quality work and the belief that workers deserve fair treatment in the workplace—fundamental traits of the labor movement and principles that guide the Teamsters Union. This merger will strengthen both unions and allow us to better provide workers with real power on the job and in the political arena. This historic partnership marks the beginning of a new era of Teamster strength and power that will benefit us all at the bargaining table, in our communities, in state legislatures and in Congress.

Standing Together

Our unions share a long history of mutual trust and respect. We've worked side by side at newspapers, in print shops, and at packaging and other companies across North America. We stood together in Detroit to fight for the rights of our members at the Detroit News and Free Press. Even as separate unions, we were powerful allies. Now, as members of the same union, we can work even more closely together not only to improve the lives of our members and their families but also to organize the tens of thousands of unrepresented workers who work in the graphic communications and paper products industries.

Big challenges lie ahead. Corporations are growing bigger, and technology and global forces continue to threaten American jobs and our standard of living. We must redouble our

efforts to elect leaders who understand core trade union principles, who appreciate the need to guarantee retirement security, and who understand that working men and women are the foundation of our country. We've been through challenging times before and we have prevailed through the strength of our unity.

A Stronger Tomorrow

It may sound like a cliché, but we truly are stronger together. We'll be better positioned to win good contracts, keep dues down, and protect our pensions. And, with the labor movement facing declining membership and an increasingly anti-union environment, the timing of our partnership couldn't be more critical. The power of our new, bigger, stronger union will help us rebuild our movement.

I want to thank GCIU President George Tedeschi, other GCIU leaders and the GCIU membership for their efforts in making this merger possible. And I want to ask every GCIU officer and member, no matter how they voted or campaigned on the merger, to join with us to guarantee the success of this important joint endeavor. GCIU is the third international union to join the Teamsters in the past year and we will continue to grow in numbers and in strength. We have a very bright future and I pledge that we will work together for a better, stronger tomorrow for ourselves and our families.

James P. Hoffa

Cross-Border Trucking Halted Again

DOT Audit Supports Teamster Position

In a Department of Transportation (DOT) report on cross-border trucking, the agency has again sided with safety rather than politics. Contrary to the Bush administration, the Teamsters Union is keeping up the fight to keep

the border closed to unsafe Mexican trucks.

A report issued from the Office of Inspector General (OIG) of the DOT on January 3 concluded that the Mexican government and the country's motor carriers have not met the

safety requirements and preconditions outlined in provisions of the North American Free Trade Agreement (NAFTA), and therefore should not be granted long-haul operating authority within the United States. The report, released in January 2005, is titled "Follow-Up Audit of the Implementation of the North American Free Trade Agreement's Cross Border Trucking Provisions."

"Once you get past the bureaucratic jargon, the report is very clear," said Tyson Johnson, Director of the Teamsters Freight Division. "It says that the Teamsters are right and the administration is wrong. Safety is definitely an issue in opening the border and the administration has to stop playing politics when it comes to the safety of Americans."

Doubts Raised

The report says that because of the inaccessibility of Mexi-

can motor carriers for on-site safety reviews by the Federal Motor Carrier Safety Administrator (FMCSA), access for long-haul purposes cannot be granted.

"The Teamsters have said from day one that the main concern with cross-border trucking is safety," said Jim Hoffa, Teamsters General President. "The administration has chosen to ignore our advice and pushed their own agenda forward. We hope that they will listen to the Inspector General and see the realities surrounding this issue."

The report not only cites problems with safety inspections but raises doubts about the Mexican government's ability to provide accurate information regarding a wide array of safety issues, such as identifying high-risk carriers, verifying insurance information, drug and alcohol testing and vehicle safety standards.



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Ron McClain
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West Des Moines
50265

John Steger
25 Louisiana Ave
Washington, DC

Scholarship Essay Winners

Canada

Melissa Gendron, Local 706
Byron S. Gero, Local 362
Jessie M. Jakumeit, Local 31
Janelle M. Kidd, Local 31
Adam Power, Local 938
Katie L. Rolheiser, Local 362

Central

Katy A. Ceryes, Local 346
Allen J. Conrad, Local 75
Hallie A. DeVillan, Local 407
Katarzyna Latka, Local 705
Christa E. Saeger, Local 638
Sierra D. Senior, Local 916

Eastern

Melissa F. Curran, Local 25
Daniel Z. Flynn, Local 191
Eric J. Juray, Local 830
John J. Leffler, Local 261
Joseph J. Legee, Local 340
Christina M. Lipinski, Local 804

Southern

Shiree N. Acosta, Local 79
Jenee' N. Farrar, Local 988
Aimee A. Huffman, Local 769
Sarah K. Leamer, Local 745
Khambrel J. Lewis, Local 769
Jessica L. Sanders, Local 878

Western

Jonna M. Allen, Local 38
Ashley A. Aylett, Local 313
Beth Berlin-Stephens, Local 315
Jayme M. Busser, Local 66
Sonya M. Coles, Local 166
Thomas D. Ryerson, Local 162

Knowledge for a Lifetime

Scholarships Awarded to Student Essayists

When he was 8 years old, Khambrel J. Lewis went with his dad to a union meeting and brought some toys so he wouldn't be bored. Shortly after the meeting at Local 769 in Miami started, Lewis realized he didn't need his toys.

"I found the meeting to be so interesting that I dropped my action figures," Lewis wrote in an essay that won him a scholarship through the Teamsters Union. He is one of 30 children or grandchildren of Teamster members who participated in the union's first scholarship program that rewards essays about what growing up in a Teamster household has meant to them.

The hundreds of submitted essays covered a wide range of issues, from how Teamster benefits assisted their families to why it helped knowing their parents had a secure job and safe future because they were union members.



"Growing up in a Teamster family meant so much to me because it meant helping other working class people receive equal rights at their jobs and in the world."

— KHAMBREL J. LEWIS

Ozell Lewis is Khambrel's father and a member of Local 769. He works for AmeriGas in Pompano Beach, Florida. Khambrel is studying broadcast design at the Savannah College of Art and Design and wants to work on television commercials.

"Growing up in a Teamster family has shown me the issues that take place in the workplace. It has opened my eyes to the many job losses that occur because of unfair factors that workers have no control over," Lewis wrote. "I am glad that my father joined the Teamsters because they make a difference in the community. Growing up in a

Teamster family meant so much to me because it meant helping other working class people receive equal rights at their jobs and in the world."

The \$1,000 scholarship is offered to all students with a B average or better.

"Thanks to all the supporters of the James R. Hoffa Scholarship, we are now able to give even more to Teamster children and grandchildren," said Jim Hoffa, Teamsters General President. "Last year's fundraising event was a huge success. We look forward to this year's fundraiser and will continue to increase the scholarship awards as possible."

Lewis said he still has fond memories of going to the Teamster hall with his dad and will be forever grateful for all the union has given his family.

"The Teamsters really helps a lot of people," he said. "It makes things fair and gives workers an edge."

The deadline for applications for the next James R. Hoffa Scholarship is March 25, 2005. Visit www.teamster.org for more information.

Victory for Rail Safety

Union Pacific Waiver Denied by Feds

Rail unions saw a victory for safeguarding locomotive safety inspections in December. One of the nation's largest railroads, Union Pacific (UP), had sought a waiver from the Federal Railroad Administration (FRA) to allow inspections and tests of its locomotives to be performed by employees of Transportacion Ferroviaria Mexicana (TFM) in Mexico. If the waiver had been granted, UP's trains could have been inspected in Mexico and then traveled up to 1,000 miles within the U.S. before being inspected again.

A coalition of rail unions felt that this would lead to faulty inspections and stated in a letter to Transportation Secretary Norman Mineta, "The Government of Mexico has not adopted inspection and testing regulations that are compatible with U.S. standards. . . . With the 9-11 Commission highlighting the

security vulnerabilities of our rail system and the Department of Homeland Security stepping up its warnings for the rail industry to be on the lookout for terrorist threats, it is unwise to grant a waiver that will weaken border inspections."

In addition, a representative of the Brotherhood of Locomotive Engineers and Trainmen (BLET)—a division of the Teamsters Rail Conference—testified at a hearing on October 1, 2004 that some of the specific safety requirements were not being exactly duplicated in Mexico. Chief among the concerns was that the translations of the English safety inspection documents were not the same, or in some cases omitted entirely from the Mexican documents.

Protecting the Public

The FRA sided with the unions and denied UP's request for a

waiver. "This was a victory for all of rail labor," said Jim Hoffa, Teamsters General President. "With the U.S. on a heightened state of rail security since the bombings in Madrid, Spain, it was inappropriate to have safety inspections handled by anyone outside of our country. Our rail infrastructure and the general public must be protected."

Rail workers from the BLET, Brotherhood of Maintenance of Way Employees (BMW)—another division of the rail conference—and others rallied together in Washington, D.C. in January to voice opposition to proposed "user fees" for the National Mediation Board's (NMB) performance of administration functions related to claims, grievances and disciplinary cases submitted by labor to the NMB for arbitration for members' arbitration processes.

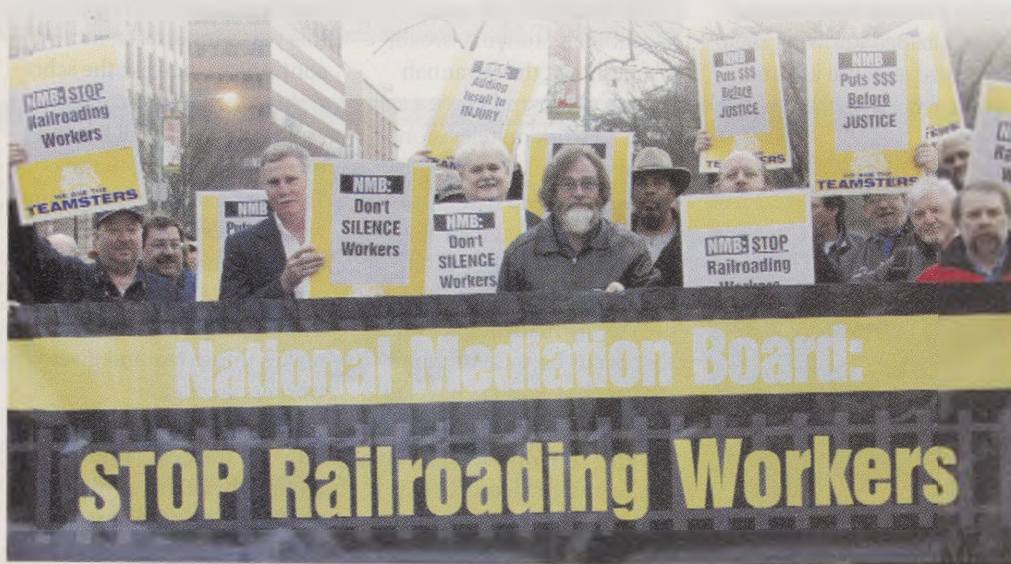
Carrying signs saying "NMB: Don't Silence Workers," and "NMB: Adding Insult to Injury," over 150 rail union members gathered outside of the NMB hearing offices to protest.

Protecting Workers

"We will fight the NMB on this filing fee issue," said George Francisco, President of the Firemen and Oilers Union. "This is a hostile federal tax on our members' right to speak out," and would give the railroads "an upper hand over their employees and an even greater incentive to ignore collective bargaining."

In testimony before the NMB, representatives of rail labor unions said that the NMB has no legal authority to impose these fees and that to do so would be a violation of the Railway Labor Act (RLA). They further testified that the proposed "tax" would negate the historic agreement for mandatory arbitration of contract interpretation disputes—itsself the foundation of the 1934 amendments to the RLA. In these amendments the federal government agreed to pay for the cost of arbitrating claims and grievances involving "minor disputes" in exchange for a prohibition against strikes over the same.

"I am a full-time Southeastern Pennsylvania Transportation Authority (SEPTA) employee and part-time union officer," said Sean Gerie, a BMW member from Philadelphia. "I have a case coming up in February that needs to be heard by an arbitrator. Naturally, I oppose this fee, but the bigger reason this should be opposed is that the right to strike over minor disputes was taken away from us in exchange for the government paying to process the grievance. It is a plain, flat-out ruse from an anti-union administration."



Standing United

Linen Drivers Ratify Solid New Agreement

Members of Local 14 in Las Vegas employed as drivers for the Mission Linen Company ratified a new three-year contract on January 5, ending a four-day strike.

"The strike was a tough decision," said Gary Mauger, Secretary-Treasurer of Local 14. "But we are very satisfied with the outcome. We were able to protect our members' interests and maintain a decent relationship with the company."

The contract, which was ratified by a nearly unanimous

vote, was the third proposal offered during the two-month-long negotiation process. Once the decision to strike was made, the members put their energy into making it an effective tool for voicing their concerns and demonstrating solidarity to company managers. Members were pleased with the resulting contract and the efforts of the negotiating team.

A Big Concern

"Health care was a big concern and the team got us what we needed," said Eric Jaeger, a 10-year Mission employee. "This is a good contract for the workers."

The new agreement covers 111 workers at three company



locations and, in addition to wage and pension increases and enhanced leave benefits, provides for:

- Significant employer contributions to the Teamsters Health Trust over the life of the agreement;
- Bidding language for positions at the various plant locations; and

- Improved accident investigation, grievance and disciplinary procedure language.

"All of the Teamsters who walked the lines with true solidarity during the strike deserve our thanks. Sticking together resulted in a good economic package for Mission families and strengthened the bond in our union," Mauger said.

The Teamster Spirit

Fridley Family Acknowledges Condolences

The family of John Fridley, principal officer of Local 29 in Waynesboro, Virginia, who passed away suddenly on October 22, wish to thank General President Jim Hoffa and all of the Teamster members for the many sympathy visits, calls and letters they have received.

They are also grateful to John Parrish, President of Local 29; Roosevelt Via, President of Local 171; and International Vice President Ken Hall for all of their assistance to the family.

"The response to my father's death has been very helpful to my family," said Jason Fridley, also a member of Local 29. "It has shown us what union membership really means. My father was dedicated to the Teamsters and now with all the support from the members, I hope to carry on that spirit."

Fridley died suddenly while attending the UPS Panel Hearings in South Carolina. He had been a union member for 30 years.



In addition to serving as Secretary-Treasurer for Local 29, Fridley was also the State Chairman for the Teamsters Human Rights Commission and had recently been elected President of Joint Council 83 in Richmond, Virginia.

In Memoriam

Union Mourns Jose Cadiz

Jose Cadiz, who was an International Trustee on the General Executive Board until his retirement in 2002, passed away on January 2.



Cadiz began his career with the Teamsters in 1964 when he was elected as shop steward at the Sheraton Hotel in San Juan, Puerto Rico. He quickly became active within the union, serving as Trustee at Local 901 for several years prior to his election as Secretary-Treasurer in 1981. He remained in that position until 2002.

He was a well-respected leader in the labor movement in Puerto Rico, helping to bring better standards of living to many workers in his country. He was instrumental in strengthening the union's power in Puerto Rico and created a strong voice for workers in fields ranging from manufacturing to agriculture and education.

Cadiz also served three terms as the President of the Puerto Rican Federation of Labor. He was known as a dedicated activist and mediator, often being called in to respond to the biggest labor battles of the era.

"Jose was a loyal Teamster who exemplified the spirit of the labor movement," said Jim Hoffa, Teamsters General President. "His knowledge and experience were an asset to this union for many years. We extend our heartfelt sympathy to his family and friends."

Condolences may be sent to Local 901 in San Juan, Puerto Rico.

TEAMSTER-MADE

Iowa Teamsters Make Oral-B Toothbrushes



The "B" in Oral-B brand toothbrushes means "better." Teamsters in the nation's heartland make the toothbrushes, so that's no surprise.

Nearly 300 members of Local 238 in Cedar Rapids, Iowa work at the Oral-B Laboratories plant in nearby Iowa City. It is the only location where hand-held Oral-B toothbrushes are made.

"It's the largest toothbrush manufacturing plant in the world and Teamsters have been making the Oral-B toothbrushes there for more than 40 years," said Andy Sullivan, a Local 238 business agent.

Oral-B, a Gillette Company, is the world's leading producer of dental care products, and more dentists and hygienists use the company's toothbrushes worldwide than any other brand.

10 Billion Toothbrushes

In the 46 years Oral-B has been in this eastern Iowa college town, its workers have made 10 billion toothbrushes—more than enough to supply one for every man, woman and child on earth. The plant now makes just under 1 million toothbrushes a day.

"We are very proud of the jobs our members do at Oral-B," said Gary Dunham, Local 238 Secretary-Treasurer. "Teamsters who want a quality toothbrush should use the Oral-B toothbrushes that are made by their brothers and sisters."

B.J. Monroe, a 25-year plant employee, said being a Teamster has provided her family with economic security.

"It's been an excellent job. The Teamsters have kept our wages up and helped us secure rights on the job, and the union protects us. The Teamsters are there when we need them. They are a very important part of our job," said Monroe.



IBC Update

Interstate Bakeries Corporation Moving Forward After Bankruptcy

Teamster leaders continue to work closely with the Interstate Bakeries Corporation (IBC) on the financial restructuring of the company after it filed for Chapter 11 bankruptcy protection from creditors in September. Over 12,000 Teamster members are employed by IBC nationwide.

Rich Volpe, International Vice President and Bakery Division Director, is now serving on the Creditors Committee, which will advise all parties involved in the situation on the company's debt management process.

"Progress is being made," Volpe said. "We can find solutions to this crisis that are reasonable but we must be united in our message and actions toward the company."

In November, General President Jim Hoffa and Volpe met with members of Local 639 who work at the Wonder Bread Distribution facility in Rockville, Maryland to discuss the situation.

Reducing Anxiety

"We wanted to reassure our members that we are protecting their interests every step of the way," Hoffa said. "We don't

want anyone getting alarmed by news reports or rumors they may hear about the fate of the company."

"We really appreciated the visit," said Hilton Magee, a 19-year veteran employee at the facility. "It did a lot to reduce anxiety for all of us."

Pete Matos, who has 15 years with the company, agreed. "It was good to know that our situation was important to Mr. Hoffa. He took the time to answer our questions in a straightforward manner."

Volpe added that while there may be some changes to employee contracts in the future as the company restructures its finances, there would be no immediate changes to contracts because of the Chapter 11 filing. However, any changes that were slated to take place this year, prior to the bankruptcy announcement, may be carried out as planned.

Training Wheels

Local 251 to Offer Nationally-Accredited Driving School

Local 251 in Providence, Rhode Island has always been concerned with education for its members, offering a wide array of programs to help them hone their job skills and compete for better jobs and wages. Now, with funds from state grants, the local is refining its drivers' training program to better benefit the members.

Established in 2000, Local 251's Drivers' Training School has offered its members an outstanding opportunity to further their driving skills at a rate that is far below the cost of other training schools. Members of the local have participated in a six-week program that offered the necessary training for them to pass their Commercial Drivers License (CDL) test for both Rhode Island and Massachusetts.

Invaluable Benefit

Scott Ogden, a member of Local 251 for 25 years, took the course in February 2004 and felt the staff, classes and equipment were second to none.

"The program is outstanding," Ogden said. "It's an invaluable benefit for all the members in our local. Dennis Mello, Neil Martin and Joseph Barth are top-notch instructors. They teach you more than any other school and go out of their way to teach you more than you need to know. You are prepared for anything you may encounter on the job."

The school is well-run and well-equipped, boasting four tractors, three 28-foot pup

trailers, one sleeper, one 53-foot trailer and a dump truck. The school is also the only program in the area that offers instruction on the use of double trailer rigs.

Recognized as the most comprehensive program in the state, Local 251 is now raising the standards even further to become a nationally-accredited drivers' training school.

Better Drivers—Better Jobs

Stu Mundy, Secretary-Treasurer of Local 251, secured grants from the state through Workforce Solutions of Providence and Cranston. Workforce Solutions' primary goal under the Workforce Investment Board is coordinating all employment and training and related education programs funded by federal and state agencies.

"The grants we received made this possible," Mundy

"Education is the key to our union moving forward into the 21st Century. The Teamsters have always had the best-trained drivers and I see no reason why that should change."

— STU MUNDY, LOCAL 251 SECRETARY-TREASURER

said. "We look at this as an investment in our members. When we can offer employers the finest trained workers in the area, our members will be hired over other candidates."

"When a person graduates from our school, he or she has not only received their CDL, but also an OSHA 10 card, first aid training and a four-hour Haz-Awareness class," said Mike Blackburn, Executive Director of Training at Local 251. "When an employer looks at two entry-level drivers and sees our member with all those credentials, it gives them an advantage that should get them the job."

Money Well Spent

Local 251 used the funds from their Instructor Development Grant to bring all aspects of the training school up to the standards set by the Professional

Truck Driver Institute (PTDI). Both the trucking industry and the government nationally recognize PTDI certification standards and curriculum for entry-level drivers' training. The local expects to be accredited pending an on-site review by the end of the summer.

Mundy believes this a great development in the evolution of the school, but is not content to enjoy this victory—he has an eye on the future.

"Our next step is creating a pilot program for Homeland Security training," Mundy said. "We are working with the state and federal government to start awareness training for truck drivers across the country. Education is the key to our union moving forward into the 21st Century. The Teamsters have always had the best-trained drivers and I see no reason why that should change."





GETTING GRAPHIC

60,000 CUPU Members Join The Teamsters

Pete Triggs, a journeyman book-binder with the McArdle Printing Company in Rockville, Maryland, mans a lengthy bookbinding machine. He sets a stack of covers in one of the machine's many feeding mechanisms.

It's another day at the press for Triggs, a dedicated member of the Graphic Communications International Union (GCIU)—the dominant union in the printing industry in the United States and Canada. Every day, GCIU members like Triggs help design and produce numerous publications, including some of the most esteemed books, newspapers and periodicals in North America, such as *The New York Times*, *Chicago Sun-Times*, *San Francisco Chronicle*, *Elle* and *Cosmopolitan* magazines, Harper Collins and Penguin books, brochures for Chevrolet, catalogs for L.L. Bean and even this magazine.

Today's product is a little less glamorous but still receives great attention. "This is a stockholder's report we're binding," says Triggs, pointing to the publication running along the bookbinding machine. When the report reaches Triggs' station, it is actually two distinct pieces—a cover and the report's pages—that have been printed elsewhere in the facility.

Considering that the two pieces are combined into a cohesive whole under his tutelage, it seems fitting that Triggs is such a strong supporter of another recent unification: the merger of the GCIU and the Teamsters Union.

"This should be a very good move," said Triggs. "The Teamsters have the power to get things done. Also, the printing community is made up of blue-collar workers, working-class people—we and the Teamsters are a good fit."

Two Great Unions

"In many printing facilities across the country, GCIU and Teamster workers work side-by-side," said Jim Hoffa, Teamsters General President. "Now, these two



great unions have begun a partnership that strengthens our ability to represent workers throughout the printing industries. This merger will strengthen both unions and allow us to better provide real power on the job and in the political arena. This is a tremendous benefit to workers across the country."

George Tedeschi, President of the GCIU/IBT Conference, said he was, "extremely gratified that our members showed the wisdom and foresight to approve a merger with our good AFL-CIO/CLC sister union. We know that by becoming a Teamster conference, the GCIU will have a powerful new alliance for organizing and negotiating improved wages and benefits for our members."

Back at McArdle Printing Company, Triggs explained that he has witnessed the two unions working harmoniously. "At my last job, we had Teamsters running the forklifts and GCIU working the presses," he said. "It made for a good working environment—everybody got along real well. Now that we have more people in the union, we're going to have more power."

In an historic vote in which ballots were tallied on December 7, 2004, a solid majority of GCIU members who voted approved a merger with the Teamsters. With that tally, the GCIU became the third major union to merge with the Teamsters since 2004, along with the Brotherhood of Locomotive Engineers and Trainmen, and the Brotherhood of Maintenance of Way Employees.

The GCIU and Teamsters Union officially joined forces on January 1, when the GCIU/IBT Conference—an autonomous division of the Teamsters Union—was

“WHAT’S SIGNIFICANT ABOUT THIS MERGER IS THAT WORKERS FROM THE BEGINNING OF THE PRINTING PROCESS THROUGH THE END ARE NOW REPRESENTED BY THE SAME UNION—THIS GIVES US GREAT POWER IN NEGOTIATING CONTRACTS AND STANDING UP FOR MEMBERS’ RIGHTS.”

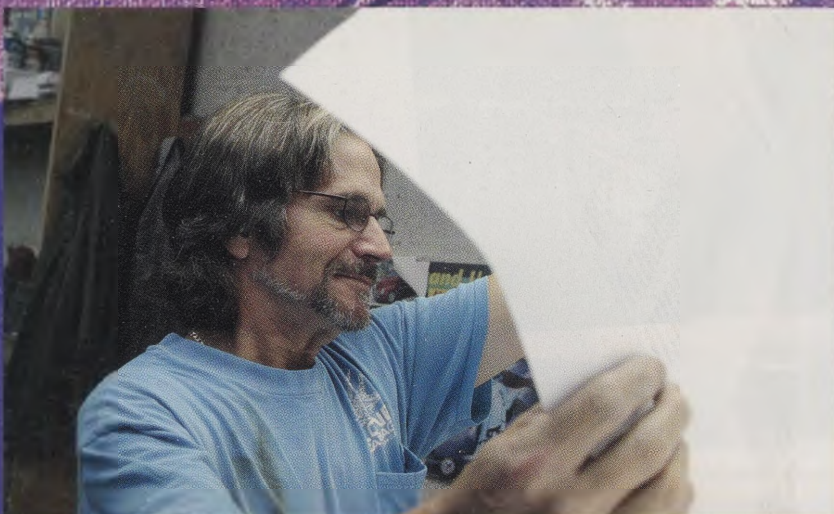
created. The GCIU/IBT Conference has approximately 60,000 active members in the United States and at least 7,000 in Canada. In Canada, still more workers may opt to join the new conference.

Huge Benefits

For the Teamsters, the merger is part of an effort to strengthen workers' positions in the printing industries.

"What's significant about this merger is that workers from the beginning of the printing process through the end are now represented by the same union—this gives us great power in negotiating contracts and standing up for members' rights," said Joe Molinero, head of the Teamsters Newspaper, Magazine and Electronic Media Workers Division. "In the case of a strike, we could effectively close a company. There are managers who can do some jobs, but when it comes to operating these complicated printing presses, they'd be, well, hard-pressed to fill in."

An example of the lack of ability to demonstrate solidarity recently took place at the *Youngstown Vindicator*, an Ohio newspaper where workers are represented by the Teamsters, GCIU and the Commu-



GCIU/IBT Conference Members' Jobs

Workers represented by the GCIU/IBT Conference create a wide range of publications and packaging, such as producing newspapers, books, magazines, currency and catalogs, in addition to such specialty products as printing on ballpoint pens or plastic packaging for food or medical supplies.

Since evolving from the early days of the hand-operated printing press, today's printing industry relies on highly-skilled workers to operate desktop publishing programs, color-correction software, and run some of the most technically advanced printing machinery in the world. The printing process can be divided into three steps: pre-press, press and bindery.

Prepress workers include desktop publishers, electronic color prepress workers, graphic artists and typesetters. After a customer emails or sends an electronic file on a disc, prepress workers transform the text and pictures into finished pages, preparing the material for printing presses.

Press workers include journeyman pressmen, assistant pressmen, as well as rotogravure, silkscreen and other specialty press operators. These workers install and adjust printing plates, adjust pressure, ink the presses, and load sheets or rolls of paper into the press. Operators ensure that paper and ink meet specifications, and adjust margins and the flow of ink to the inking rollers accordingly.

Bindery workers include bookbinders and bindery assistants. These workers assemble publications by cutting, folding, gathering, gluing, stapling, stitching, trimming, sewing and wrapping pages. They also set up, operate and maintain the machines that perform these various tasks.

The GCIU/IBT Conference also represents journalists, salespeople and support staff across the country.



nications Workers of America (CWA). "Teamsters were on strike, honoring a strike by the CWA," said Molinero. "But because their contract doesn't allow them to honor another union's picket line, the pressmen, who are represented by the GCIU, had to cross the picket line and go into work. When we negotiate that new contract, we'll bargain to improve the workers' rights to honor picket lines."

The potential benefits of this bargaining power are huge because the Teamsters and GCIU both represent worker groups in numerous major newspapers across the country, such as the *Cleveland Plain Dealer*, *Boston Globe*, *Boston Herald*, *Columbus Dispatch* and the *Star-Ledger* in New Jersey.

This power appeals to GCIU/IBT Conference workers at McArdle, in part because of concerns with how technology is changing the printing industry. "This merger gives us loads more strength during negotiations," said assistant foreman Peter Wilson, a 36-year GCIU member. "The trade is changing drastically and there's always power in numbers."

Seeking a Partner

Although the GCIU had other suitors, it became clear in early meetings that the Teamsters Union was a perfect fit: Both unions represent workers whose jobs complemented one another, both unions' structures rely on strong local unions, and a merger with the Teamsters allowed the GCIU to maintain its identity and autonomy. In addition, the GCIU/IBT Conference preserves the current GCIU structure and constitution.

Aside from the longer name, GCIU/IBT Conference members will not notice many changes immediately. GCIU and its members will continue to control any decisions affecting bargaining, including the decisions to accept or reject a contract or to strike.

The Teamsters' resources were also huge draws for the GCIU. Its members will benefit from the Teamsters organizing program budgeted at nearly \$15 million per year at the national level and many millions more at the local level. The GCIU also has full access to the International

Q&A: GCIU President George Tedeschi

Teamster magazine recently spoke with George Tedeschi, President of the GCIU/IBT Conference, on the historic merger and the major challenges and issues in the printing industry.

Q: What do the GCIU and Teamsters do for each other to help each organization's members?

A: The Teamsters represent approximately 15,000 workers in our core industry, print and paper products. They work primarily in distributing the many products. Our members work in the pressroom on the production side of the printing industry. During contract negotiations, employers too often try to pit one union against another. But when the same union—as we are now—represents both the production and the distribution workers, it gives us significant strength at the bargaining table. What's more, even when the Teamsters aren't in the same facility as GCIU employees, the IBT still has a powerful effect. That's because Teamsters control so much of the trucking and rail industries that almost all manufacturing relies on Teamster workers to deliver and distribute products. Together, the GCIU and Teamsters Union become even stronger.

Why is merging with the Teamsters Union a good move for the GCIU?

A: We were in a situation in which being part of a larger organization could help us. We looked at three unions that had density within our industry: PACE (Paper, Allied-Industrial, Chemical and Energy Workers), CWA (Communications Workers of America) and the Teamsters. After discussions with the unions, it became clear that the Teamsters Union was the best partner. The Teamsters is the largest, strongest and had the greatest resources. Merging with the 1.4 million Teamster members will clearly give us more clout.

What are some of the challenges the GCIU faces today?

A: There are two key challenges. The first is to continue organizing at Quebecor World, as well as other organizing campaigns. We also want to work with the Teamsters Newspaper Division to determine where we can complement each other for improved bargaining strength and where we can compliment each other for increased organizing activity. Both the Newspaper Division and the GCIU/IBT Conference are concerned with growing density in our core industry.



Union's Research, Government Affairs, Communications, Safety and Health, Corporate Affairs and Strategic Campaigns, and Education Departments.

"This is a plus, knowing that the Teamsters are coming in," said Steve McKenzie, a 10-year GCIU member employed at McArdle Printing Company. "It should increase our power during contract negotiating time. We're hoping to get the most fair contracts we can, of course."

A Major Campaign

The GCIU's primary organizing drive of the past two years concerns workers at Quebecor World. With approximately 38,000 workers employed at over 160 plants in 17 countries, the company is one of the world's largest printers. The GCIU

is engaged in campaigns to represent more workers in facilities in the United States, to secure safer work environments and workers' rights on the job.

During its current campaigns, workers in plants throughout the United States have filed over 50 charges with the National Labor Relations Board charging that the company has threatened, harassed and even fired workers because they stood up for a union. Many of these charges are currently pending, but in late November 2004 the NLRB found evidence that the company had fired, spied on, harassed and intimidated workers to block unionization. United States Senators, prominent authors and several community organizations have also been moved to criticize the company for mistreatment of its workers.

WITH THE TEAMSTERS, I

THINK IT'LL BE A STRONGER

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A History of the GCIU

Since its inception in 1983, the Graphic Communications International Union has been the dominant union in the printing industry in the United States and Canada. This was no sudden development—by way of numerous predecessor craft unions that date back to 1834. Some important events in its history include:

1852 The first major union, the International Typographical Union (ITU), as it would come to be known, was founded. Within the early ITU were the craftspeople who formed four of the five GCIU predecessor unions—photoengravers, pressmen, stereotypers and electrotypers, and bookbinders.

1886 Lithographers in five cities formed the National Association of Lithographers of the United States and Canada and pledged to work no more than nine hours a day and six

days a week, launching the principle of coordinated bargaining.

Late 1800s/Early 1900s As printing processes became more mechanized toward the end of the century, groups of workers separated from the ITU to gain recognition and to address the special needs of their crafts. The pressmen were the first to break, in 1889, founding what would become the International Printing Pressmen and Assistants' Union (IPPAU). Other specialized workers formed the International Brotherhood of Bookbinders (IBB), the International Photoengravers Union (IPEU) and the International Stereotypers and Electrotypers Union (ISEU).

1909 Effective January 1, the IPPAU instituted the right to an eight-hour workday.

1912 The IPEU established the 48-hour week in 5-1/2 days for commercial shops and six days for newspapers.

1915 The Amalgamated Lithographers of America (ALA) was formed, a merger between several smaller lithographers' unions.

1916 The IPEU signed its first rotogravure agreements with the *New York Times*.

1919 The ALA and IPEU signed their first 44-hour workweek contracts.

1922 IPEU members endured a two-week, nationwide lockout by employers, rebuffing their effort to secure a 25 percent wage cut and return to the 48-hour week. Eight years later, six IPEU agreements guaranteed the first 40-hour, five-day week.

1936 During the Great Depression, members were told they'd taken fewer wage cuts than perhaps any union in the country, that the cuts had been nearly restored and that the union had more newspaper and commercial contracts than ever.

1942 The IBB reported the first contract to have a 35-hour workweek, paid vacation and welfare and pension benefits.

1960s and '70s In order to meet the demands of the growing printing industry,



corporate mergers and technology advances, the specialized printing unions had to merge. In 1964, the lithographers (ALA) and photo engravers (IPEU) formed the 60,000-member Lithographers and Photoengravers International Union (LPIU). Eight years later, the LPIU and bookbinders (IBB) merged into the Graphic Arts International Union (GAIU). In 1973, the pressmen (IPPAU) and the stereotypers (ISEU) formed the International Printing and Graphic Communications Union (IPGCU).

1976 GAIU's Project for Equal Progression was launched to upgrade women unionists to higher-skilled, higher-paying, jobs that traditionally were held by men.

1983 GAIU and IPGCU merged, forming the GCIU—the dominant union in the printing industry in the United States and Canada.

2004 GCIU members approve a merger with the Teamsters.

In 2003, the GCIU, AFL-CIO and the Union Network International launched Justice@Quebecor, a campaign to draw attention to the difficulties that American workers have experienced in forming a union at Quebecor World. The Teamsters support the Justice@Quebecor campaign's efforts.

"Our members have joined with GCIU members and Quebecor World workers at countless rallies, demonstrations and community events around the U.S.," said Hoffa. "I want to urge Quebecor World in the strongest possible terms to reach a resolution of this situation by ensuring that its management will remain strictly neutral concerning the workers' decision on whether to form a union; will not use intimidation, harassment or threats to interfere with that decision; and will agree to a fair and expeditious process of determining the employees' free choice."

Even workers who are already represented by the GCIU realize that it is important to have more clout when taking on large companies such as Quebecor World.

"Big companies like this, they respect big unions more than individuals," said Roy Taylor, a 31-year GCIU member who works in the shipping area of the Quebecor World facility in Atlanta.

Members Weigh In

The GCIU takes pride being a highly-skilled craft union whose members operate some of the most technically advanced printing equipment in the world.

During a recent morning at the McArde Printing shop just outside of Washington, D.C., GCIU members shared their thoughts about the merger.

As paper streamed just overhead, Susi Smith, an assistant pressman and

12-year GCIU member, used a putty knife to apply ink along her web press. "I can't think of anything that would be bad about the merger," she said. "This will bring power, benefits and cost-effectiveness to the union. With the technology developments in the industry, I think we need to stick together to watch out for each other's jobs."

"The Teamsters have been around for a long time," said journeyman press operator Doug Atwill, a 25-year McArde employee, as he checked the tension of the stream of paper feeding into a web press. "They have the strong support of their members and now that we're Teamsters, I think they'll give us strength and power during contract negotiations."

Journeyman pressman Robert Buckner, a GCIU member for 21 years, climbed onto the running board of his sheet-fed press and turned a crank to adjust the paper feed. "With the Teamsters, I think it'll be a stronger union," he said. "They're going to provide us with a strong presence here on the job."

Nolia Johnson, supervisor of the bindery department and a 36-year employee at McArde, placed a small stack of loose pages into a cover sheet. She was all for the merger. "This will help us in the workplace," she said. "How could I be against it?"





ON THE

More Workers Turning to Teamsters for Security, Respect

Felix Maldonado and his coworkers at an independent cartage contractor for DHL wanted respect and fairness on the job.

The workers at J&S Delivery Inc. in Frederick, Maryland did what thousands of others—from every industry and in every part of the country—have done.

They turned to the Teamsters.

“We didn’t have the voice or the strength to make sure our concerns were heard,” Maldonado said. “We needed help getting respect and a fair playing field for negotiations, too. We joined the Teamsters because of the union’s strong reputation.”

Contract negotiations will get under way soon. The workers’ victory at J&S is just one example of the great strides the



MOVE

Teamsters Union has been making in organizing. Since last fall, the union has added thousands of members in core industries and expanded its reach in others.

More than 700 workers at two-dozen independent cartage contractors at DHL have joined the Teamsters, and the campaign continues to build momentum.

School district workers in Washington state, city employees in Florida, food processing workers in California, police officers in Illinois, thousands of airline workers all over the country and countless other victories have all added to the recent surge in membership.

In addition to the thousands of new members organized since the fall, the

recent merger of the Brotherhood of Maintenance of Way Employees (BMWE) added another 31,000 members to the ranks of the Teamsters Union. The Teamsters Rail Conference was established in January 2004 and has already garnered 70,000 new members.

Then, as 2004 came to a close, a majority of the United States membership of the Graphic Communications International Union (GCIU) approved a merger with the Teamsters, becoming the third major union to merge with the Teamsters in 2004. The first merger was the Brotherhood of Locomotive Engineers and Trainmen (BLET).

"We continue to organize at an unprecedented pace, and we are organiz-

ing a diverse group of members," said Jim Hoffa, Teamsters General President. "Since last fall, our organizing success has proved that working men and women need strong unions like the Teamsters more than ever. The proof is in the power we are gaining."

A Banner Year

In addition to the mergers, the Teamsters Union has also secured the following organizing victories since the fall:

- 3,200 customer service representatives at America West airlines;
- 1,000 municipal workers in Fort Lauderdale, Florida joined Local 769;
- 700 Diamond Walnut workers joined Local 601 in Stockton, California;

"As more locals, Joint Councils and trade divisions get involved in organizing, there is no end to what we can accomplish as Teamsters."

—JIM HOFFA, GENERAL PRESIDENT



- 400 Highline School District workers near Seattle joined Local 763;
- 345 Grandview Foods/BBSI workers joined Local 760 in Yakima, Washington;
- 200 police officers, sergeants, lieutenants, sheriff's deputies and bailiffs in Putnam County, Winter Garden, Ocoee, and Maitland, all in Florida;
- 420 workers at the Juvenile Temporary Detention Center (JTDC) in Illinois;
- Nearly 300 warehouse workers at a Kellogg's facility in Des Plaines, Illinois; and
- Nearly 70 pilots at Corporate Air in Smyrna, Tennessee.

And various other victories in the Teamsters' core industries, including:

- Thousands of part-time UPS workers in right-to-work states;
- 92 Waste Management workers in Stoughton, Massachusetts;
- 65 sanitation workers at Allied

Waste/BFI in Pensacola, Florida;

- 82 sanitation workers at Richfield Management LLC at three locations in Michigan;
- 52 drivers at Allied Waste/BFI in Stockton, California;
- 28 sanitation workers at Waste Management in Hollister, California;
- 60 workers at Allied Waste/BFI in Mobile, Alabama;
- 17 workers at an Allied Waste/BFI center in Brewton, Alabama;
- 10 workers at an Allied Waste/BFI landfill in Timberlands, Alabama; and
- Victories at DHL Express, including 176 ramp workers in South El Monte, California; nine drivers in Detroit; 345 ramp and clerical workers in New York City; and 200 drivers in North Miami, Florida;

"The Teamsters have a well-deserved reputation for strong representation and bargaining," said Hoffa. "With our empha-

sis on rebuilding power for members in our core industries, more and more workers are seeking to join our great union. As more locals, Joint Councils and trade divisions get involved in organizing, there is no end to what we can accomplish as Teamsters."

Waste Industry

The recent victories in the solid waste industry are a prime example of the union's efforts to increase Teamster membership in core industries.

"When we have a larger percentage of workers in a given area represented, that leads to stronger contracts, which means improved livelihoods," said Jeff Farmer, Director of the Teamsters Organizing Department. "Examples of that are in Chicago and in the Bay Area of California, where workers' salaries and benefits are excellent."

Victory at Laidlaw

Card-Check Agreement Welcomes 502 New Members

Late in 2004, the Teamsters Union successfully negotiated a card-check agreement with Laidlaw Transit Services Inc. in Irvine, California, adding 502 drivers to the ranks of Local 952 in Orange, California. With contract negotiations already underway, the workers will be able to address their concerns about low wages and the high cost of health insurance.

"We look forward to negotiating a strong contract that addresses their concerns," said Patrick Kelly, Secretary-Treasurer of Local 952.

The 502 full-time and part-time paratransit drivers provide transportation to people with disabilities and senior citizens in Orange County. Laidlaw contracts with the Orange County Transportation Authority.

Laidlaw officials approached Local 952 about the card-check agreement on the eve of a National Labor Relations Board election. The card-check agreement meant that the election didn't have to take place.

"It was kind of a perfect storm for us," Kelly said of the overall timing.

Laidlaw's contracts with other Local 952 members who drive the larger buses and who do maintenance work at the Transportation Authority will soon expire. Also, Laidlaw needed to compete to keep the paratransit work.

Leveraging Power

That put Local 952 in a stronger position with Laidlaw, leading to the card-check agreement.

Kelly is a big believer in the Teamsters Union's organizing model, which involves a comprehensive, strategic effort. For example, organizers successfully solicited the support of community and political leaders in the campaign and visited many workers' homes.

Organizers implemented a strong leverage campaign



because Local 952 represents other workers at Laidlaw who work at the Transportation Authority. Local 952 also has been organizing units that are in competition with companies where the local already has members.

"Jeff Farmer and his team have done a great job. Our union's organizing success will happen when local unions and Joint Councils actively get involved, which is happening more and more," Kelly said.

International Organizers Ricardo Hidalgo and Charlie Stephenson assisted Local 952 in the campaign. Donna Metcalfe, Local 952's Recording Secretary and business agent, was also instrumental in the victory.

Hidalgo said he believes the agreement is the first of its kind at Laidlaw and may open the door to similar agreements at the company.

"This should improve relations with the company, which will help us organize more workers in the future," Hidalgo said.

Success Mounts at DHL

Teamsters Deliver for Company's Independent Cartage Contractors

TONI HILES WAS TIRED OF MANAGEMENT'S UNFAIR treatment at North Coast Express, a DHL independent cartage contractor in Longview, Washington.

"If two workers got into a small wreck, one would be fired while the other was not," said Hiles, a two-year employee of the company. "We want fair treatment for all employees. People shouldn't be fired over a small accident."

Hiles and her coworkers decided to do something about it by joining Local 58 in nearby Vancouver, Washington. Workers also want the company to provide better benefits, including health insurance coverage, which is no longer available.

Last fall, by a near unanimous vote, workers at North Coast Express voted 17-1 to join the local. There are 22 workers in the bargaining unit.

In addition to the victory at North Coast Express, the DHL campaign continues to roll from coast-to-coast. The recent victories include:

- Portsmouth, New Hampshire (22 drivers);
- Richmond, Virginia (50 drivers);
- Laredo, Texas (12 drivers);
- Humble, Texas (41 workers);
- Vancouver, Washington (22 workers);
- Lexington, Kentucky (25 drivers);
- Centralia, Washington (25 drivers);
- Virginia Beach, Virginia (139 workers at 5 different sub-contractors);
- San Diego (140 drivers);
- Easton, Maryland and Bridgeville, Delaware (40 workers);
- Worthington, Pennsylvania (26 drivers);
- Portland, Oregon (34 drivers);
- Huntington, West Virginia (24 drivers);
- Corpus Christi, Texas (22 drivers);
- Depew, New York (42 drivers); and
- Frederick, Maryland (30 drivers).

The campaign by workers to organize at DHL independent cartage contractors continues to build momentum. The latest wins bring to 24 the number of ICC (independent cartage contractors) organizing victories, covering 705 workers. More elections are scheduled in the coming weeks, and there are an estimated 9,000 workers at more than 400 independent cartage contractors.

Other Victories

The Washington state victory was followed up by numerous other successes, including wins in Kentucky and Virginia.

Workers at B & L Freight in Lexington, Kentucky voted—by more than a 4-1 margin—to join Local 651. The new bargaining unit consists of 25 drivers, dockworkers and dispatchers who work for the company that sorts and delivers packages for DHL.

"The workers are very excited about joining the Teamsters and now they look forward to getting a strong contract," said Rick Cofer, a business agent for Local 651 in Lexington. The employees are concerned about working conditions, fair wages and benefits, and job security, Cofer said.

In addition, workers at Jordan Air voted 37-2 to join Local 592 in Richmond, Virginia. There are 50 drivers and dockworkers in the bargaining unit. Currently, very few of the workers receive benefits because they are classified as part-time. The workers are also seeking fair wages.

"Local 822 in Norfolk, Virginia organized Jordan Air there," said Ron Jenkins, Local 592 President. "All the locals in Virginia



are working together to provide these workers at DHL independent cartage contractors with a strong voice at work and the respect that they deserve."

Legal Assistance

Meanwhile, the Teamsters' Legal Department has produced a model contract for DHL independent cartage contractors to help local unions once the companies are organized.

The model contract can be modified to fit workers' contract priorities.

The Legal Department is also available to handle any unfair labor practices (ULP) cases that local unions may encounter. The department has already assisted several local unions with these issues.

The Legal Department will also offer advice on any representation-election issues that may arise.

For questions, or for more information, contact the Teamsters Legal Department.



A Safe Landing

Nearly 400 Piedmont Airlines Mechanics Join Union

Piedmont mechanic Roy Bateman has experienced the power of the Teamsters over the years.

Bateman joined the Teamsters in May 1999, when he went to work

for Allegheny Airlines, which merged last year with Piedmont.

"I've been a Teamster since I went to work for Allegheny, and the Teamsters were able to bring our wages up at a time when the industry was going on a downward spiral," Bateman said. "That's impressive."

The merger led to a vote late last year in which the nearly 400 mechanics from the merged companies cast ballots to decide whether to join the Teamsters, another union or no union at all. The workers chose the Teamsters.

Strong Support

"The company has millions of dollars to fight its fights. It's nice to know we have the power of the Teamsters—the members, the resources and the strength to battle the company when we know we are right," said Bateman, a steward in Harrisburg, Pennsylvania.

"This was a victory for the Piedmont aircraft maintenance technicians (AMTs) and related workers in that they preserved union representation and they chose the Teamsters to represent them," said Don Treichler, Director of the Teamsters Airline Division. "By their vote, the AMTs chose the support of the strongest union in North America."

The Teamsters Union has advised Piedmont management of its intent to bargain, thereby ensuring that all of the Piedmont mechanics and related workers are covered under Teamster representation.

Early last year, workers at several Atlanta-area Allied Waste/BFI centers voted to join the union. Those wins were followed up by the recent solid waste victories in Alabama, California, Michigan and Massachusetts.

"We look forward to being Teamsters and having the respect and dignity on the job that we deserve," said Robert McCall, a roll-off driver at Allied Waste/BFI in Mobile, Alabama, where workers overwhelmingly voted to join the Teamsters.

"Now, we get to join our brothers at the Mobile facility in being Teamsters," added Robbie Warren, a roll-off driver in nearby Brewton, Alabama, where workers voted 14-3 to join Local 991 in Mobile.

Lavon "Rooster" Lindsey, an equipment operator at the Allied Waste/BFI landfill in Timberlands, Alabama, said the workers' victory there was long overdue.

"This is a great victory," he said. "As Teamster members, we can finally get the dignity and respect we deserve."

Freight, Law Enforcement

In addition to solid waste, the Organizing Department is currently targeting the freight industry, the backbone of the Teamsters Union.

After winning three campaigns at USF Dugan, the union is targeting several

other groups of workers at other USF Corporation divisions.

Also, an organizing campaign is under way at Ward Trucking terminals in the Midwest and Northeast.

The Organizing Department is building partnerships with more local unions, Joint Councils and trade divisions for strategic planning and targeting key campaigns.

A major initiative in 2004 was the establishment of the Teamsters Law Enforcement League aimed at building collective bargaining strength, boosting organizing efforts and increasing political power.

Local 385 in Orlando has had major success in recent months, winning four campaigns at the Putnam County Sheriff's Department, Maitland Police Department, and the Ocoee Police Department, as well as an earlier victory in Winter Garden. The victories added about 200 law enforcement professionals to the Teamsters ranks.

"Our primary strategy is the aggressive representation of our members, and the success we have enjoyed at the negotiation table, where we have improved wages, benefits and working conditions for our members," said Rob Ladoczky, a Local 385 organizer. "This has created a word of mouth campaign and we continue to receive telephone calls from law enforcement officers seeking representation."

Justice Prevails

Pennsylvania Probation Officials Join Local 992

The Franklin County, Pennsylvania juvenile and adult probation officers' case-loads provide more stress than most people can handle. So when their supervisors added to their worries, the officers knew they needed some relief.

To get it, they turned to Local 992 in Hagerstown, Maryland.

"We knew the Teamsters had a good reputation for taking care of their members," said Ryan Nycewater, an officer

in the unit. "We also wanted a group that had a lot of experience and a good reputation in the community. Local 992 was our choice hands down."

The 42 officers sought the help of the Teamsters because they felt county officials did not take their concerns about wages, pension benefits and seniority issues seriously. The officers were especially concerned because their wages are far below similar professionals in the area. They also were not

getting any information about how their future pension benefits were being managed.

Unfair Treatment

"We all like the jobs we do but we were getting tired of being taken advantage of by the county," said Nycewater. "We just wanted to be treated fairly and recognized for our contributions to the community."

"It was clear these officers needed an advocate," said Ron Merceruio, a business agent at

Local 992. "We knew that we could help improve their situation and give them a voice in the workplace, but we had never ventured into the public services area. We decided to get some advice before we started."

Merceruio assisted Tom Krause, Secretary-Treasurer of Local 992, in determining what type of advice and assistance would be most helpful in developing a successful organizing campaign for the officers. Once they knew what they needed, Krause contacted Dan Virtue, President of Local 776 in Harrisburg, Pennsylvania, and explained their situation.

"I wanted to work with someone who had experience organizing in the public services area and who was familiar with the language and approaches that work best with that group," said Krause. "But I also knew we needed to jump right in and start developing our own style too. Dan and his business agents Bill Olmeda and Mark Andreozzi were great. They gave us all the advice and support we needed but never tried to push ideas on us."

"There was no question that we would help out," said Virtue. "That's part of what unity and solidarity is all about. Helping other locals grow and gain strength through membership benefits us all. And now I know I can get support from them when I need it."



LOCAL 439

Reliable Lumber

By a 10-1 margin, workers at Reliable Lumber in Stockton, California voted to join Local 439.

The yard workers and drivers voted 19-2 to join Local 439. There are currently 22 workers in the bargaining unit, but that number is expected to jump to more than 100 in the spring of 2005 when the company expands its operations in Stockton, noted Sam Rosas, Local 439 Secretary-Treasurer.

"The Teamsters represent Reliable Lumber workers in Southern California, and the Stockton workers know that contract language is important when issues arise regarding a guarantee of a 40-hour work week and related issues. These workers are deserving of other guarantees and we are planning to deliver after these negotiations."

Local 439 Organizer Pablo Barrera added that while the company attempted to undermine the organizing campaign, and several attempts to intimidate employees, the unit remained strong and united, sending a clear message to the company that they wanted to be represented by the Teamsters.

LOCAL 42

Gloucester Schools

The School Committee of Gloucester, Massachusetts has recognized Local 42 in nearby Lynn as the bargaining agent for its 41 cafeteria workers.

Local 42 already represents some of the city's employees, and these workers wanted that same representation, said Joint Council 10 Organizer Joe Benevento.

"This is a prime example of how a local's hard work can lead to members," Benevento said. "There was such strong support within the group to join their fellow workers as Teamsters. The School Committee did the right thing by voting to recognize Local 42."

LOCAL 137

Land O' Lakes

Workers at Land O' Lakes, Inc. in Orland, California overwhelmingly voted to join Local 137 in nearby Redding, California.

The cheese processors—including pasteurizers, lab technicians, shipping and receiving employees and other workers—voted 30-14 in favor of Teamster representation. The quest for job security, job advancement, fairer wages and respect were the major issues of the campaign.

"The bosses have told workers that they could be fired and replaced at any time," said Dave Hawley, Local 137 Secretary-Treasurer. "Occasionally they would get small raises, but then the company would raise the co-pay on their health insurance. They deserve better."

LOCAL 251

KeySpan

Nine tankhail workers with an energy company called KeySpan were recently organized, and Local 251 in East Providence, Rhode Island has finished negotiations on a first contract.

"The workers wanted more job security and rights in the workplace so they came to the Teamsters," said Stu Mundy, Secretary-Treasurer of Local 251, which represents the workers.

The KeySpan workers offload propane from ships and load it into trucks, among other duties.

LOCAL 714

Maywood Police

Twenty-two part-time police officers in Maywood, Illinois voted by an overwhelming margin to join Local 714 in Chicago. The new Teamsters have also ratified a solid new four-year contract.

"Representatives from Local 714 were very supportive every step of the way and helped us get a good contract," said Rich Robinson, an officer with more than five years on the job. "Our new membership in the union has helped us sort out some major concerns as part-timers."

"These are hardworking officers who deserved a fair deal," said Mick Vendafreddo, a business agent for Local 714. "We were happy to help them gain a new contract, and we are proud to have them as members."

LOCAL 631

Las Vegas Redi-Mix Industry

This past spring, Local 631 Business Agent Dewy Darr and others at the local knew they needed to come up with an atypical solution to a typical right-to-work problem. Of their 435 Teamster members in the Las Vegas redi-mix industry, 118 weren't paying dues.

"Managers were running shotgun passes," Darr said. "They were telling drivers they didn't have to be in the union and drivers were listening to them."

In an effort to encourage unsigned drivers to become

Teamsters, Darr put out the word that the union would host a picnic on a recent Saturday. At the event, six of Local 631's retirees addressed the crowd of more than 200, providing testimonials about how the Teamsters had worked on their behalf and how much better their lives had been because they had been union drivers.

The local offered the drivers amnesty, and dozens of them took advantage of that and signed cards that day. By the time the amnesty period ran out later that month, 98 percent of the drivers had come on board and joined the union. And the local's success continues—as of late September, Darr said, the total number of redi-mix drivers who are members of the local has increased by nearly a third to 619.

LOCAL 299

K&T Switching

Local 299 in Detroit won a voluntary recognition agreement on behalf of seven workers, avoiding a lengthy representation election.

The agreement is with K&T Switching, which moves tractor-trailers around the yards outside the Ford Motor Co.'s Dearborn, Michigan assembly plant.

"Growing the union is our number one priority and this agreement prevents us from having to endure the election process," said Kevin Moore, Local 299 President. "All seven workers signed cards seeking to join Local 299."

Local 299 represents K&T workers at another Ford plant, and the Dearborn workers want to receive the same excellent wages and benefits that the other workers receive.

While President Bush's push to privatize Social Security is receiving a lot of press and is a top concern of the Teamsters and other unions, there is another retirement security crisis brewing that requires Washington to act.

In January, as the 109th United States Congress got under way, Teamsters General President Jim Hoffa called on the nation's elected leaders to pass pension protection legislation immediately—and for Teamsters across the nation to join in this fight.

"Last year, Congress passed a plan that only helped single-employer pension plans," Hoffa said. "This year, Congress needs to provide much-needed relief to the 10 million Americans who participate in union-related multi-employer plans. It's time for Congress to finish the job."

For much of the last year, the Teamsters Union has been building a coalition that includes allies in Congress, other labor unions, retiree advocacy groups and employers who are part of union benefit funds. The coalition is working to develop legislation that will provide relief to multi-employer pension plans and fend off the efforts of those who wish to undermine the defined benefit pension system.

Hoffa and other Teamster leaders and lobbyists have been meeting with key members of Congress to devise a strategy for moving legislation forward on Capitol Hill. The goal is to help multi-employer pension plans weather the financial storm of the past few years and put the funds on more secure financial footing now and for the long term.

The single-employer pension relief Congress provided last year will expire in 2005 and Congress will address the issue again. The Bush administration recently proposed increasing premiums for companies insured by the Pension Benefit Guaranty Corporation (PBGC) as a way to bolster the pension system. Again, this provided no relief for multi-employer plans, and no real help for single-employer plans.

A Call to Action

On January 4, the Teamsters Union jumped right into the fight when Hoffa issued a call to action for all Teamster members. "I cannot overstate the importance of passing legislation this year that will ensure the viability and security of Teamster pension plans," Hoffa said. "In fact, I believe that members of Congress will reveal their true commitment to working people by the actions they take

P R O T E C T I N G O U R

on this issue. They must stand with us in this fight today or they should not expect us to be with them in the future."

The Teamsters Government Affairs Department mailed out "Pension Relief Action Kits" to every local union and Joint Council in early January. Leaders from locals and Joint Councils are now using those kits and meeting with their senators and representatives, urging them to support relief for multi-employer pension plans.

On February 16, Teamsters from across the country lobbied key members of Congress from both parties to help raise awareness regarding multi-employer pension plans and the 10 million Americans who rely on them for their retirement security.

Union officials, who represented Teamster members in 38 states, met with more than 100 representatives and senators to educate them on the issues that face multi-employer pension plans.

"This is about our Teamster leaders going to Capitol Hill and fighting to protect their members' hard-earned pensions," Hoffa said.

The Perfect Storm

The same forces that have wreaked havoc with single-employer plans have hit multi-employer pension plans. The unprecedented decline in the stock market in the three years from 2000 to 2002, the demographic shifts in the workforce and low interest rates have caused many multi-employer defined benefit plans to face a technical funding deficiency in the near future. Historically, multi-employer plans have been more stable and better funded than single-employer plans, but this so-called perfect storm is having an impact on multi-employer pension plans as well. The Teamsters Union is at the forefront of national efforts to win much-needed protection for pension plans from Congress.

Teamster and other union-related multi-employer pension plans need time to recover from the losses sustained in recent years because, even as the stock market has recovered, the rules governing pension plans do not allow the recent market increases to be fully reflected in the funding status of pension plans. As a result, pension plans need temporary relief from some of the most restrictive rules and some new flexibility to allow trustees to take action before a plan gets into serious trouble. The Teamsters Union and the members of the coalition want

PENSIONS

Teamsters Demand Pension Protection from President and Congress

that help to be contained in pension reform legislation that Congress considers later this year.

Unlike single-employer plans, multi-employer funds can't simply increase funding to the fund when problems occur because they are tied to collective bargaining agreements covering many employers that set specific contribution rates. As a result, many multi-employer funds are now being forced to reduce pension benefits going forward in order to avoid a funding deficiency and the potential of a government takeover that would thoroughly decimate those benefits.

Without funding relief, however, the companies that contribute to these plans could face significant tax penalties plus mandatory pension contributions on top of the contributions agreed to through collective bargaining. This could force many employers into bankruptcy.

How it Works

Multi-employer pension plans pool together the benefit funds of many employers. Many of the employers are often relatively small businesses that operate in the same industry and that would probably not be able to afford the same level of benefits on their own. The funds are maintained pursuant to collective bargaining agreements between a union and a number of unrelated employers. They tend to exist in industries characterized by large numbers of small to medium-sized employers that often have a mobile workforce.

Because these plans spread the risk over many employers, they are much more stable than single-employer plans. Since 1980, 3,100 single-employer pensions plans have needed assis-

"I cannot overstate the importance of passing legislation this year that will ensure the viability and security of Teamster pension plans. In fact, I believe that members of Congress will reveal their true commitment to working people by the actions they take on this issue."

— JIM HOFFA

tance from the PBGC, the federal agency that insures defined benefit pension plans, while only 31 multi-employer pension plans have required PBGC assistance.

The plans are also on better financial footing because the employer contributions are dictated by collective bargaining agreements. Employers must make the contributions for each employee on a regular basis.

Moreover, these plans are better for workers because they are defined benefit plans that provide workers with a set monthly pension check that is guaranteed for the life of the participant, even if the company goes out of business. Most employers would prefer to offer defined contribution or 401(k) plans.

With 401(k) plans, the participant bears all of the risk for stock market declines

or interest rate changes. 401(k) funds last only as long there is money left in the account. The retiree may outlive the funds and be forced back into the workforce—or worse. That is one of the many reasons why a Teamster defined benefit pension is superior to a defined contribution plan.

By the Numbers

Currently, there are approximately 1,650 multi-employer plans in America. They cover almost 10 million workers and retirees—most of whom are in unions.

Approximately 60,000 to 65,000 employers participate in these plans. Many of them are small businesses—almost 90 percent have fewer than 100 employees.

Many Teamster members are covered by a multi-employer pension fund. Over 750,000 members participate in about 200 different multi-employer pension plans. The money held in Teamster plans alone is in excess of \$70 billion.

Last year, the administration threatened to veto legislation that covered multi-employer plan relief, so Congress only provided single-employer pension plans with funding relief.

At the time, Hoffa said, "This legislation will jeopardize the secure retirements of millions of hardworking middle-class Americans by denying meaningful relief to multi-employer pension plans. The Teamsters Union will not rest until this Congress passes fair and meaningful pension protection legislation for multi-employer funds."

Multi-employer Plans are More Stable than Single-employer Plans.

Pension plans needing Pension Benefit Guarantee Corporation assistance since 1980

(Source: PBGC)

3,100
single-employer plans

31
multi-employer plans



Ted Bilski and Carl Vonash of Teamsters Local 142 meet with Congressman Peter Visclosky (D-IN) on February 16 in Washington DC.

Winning

In The Windy City

**Organizing
Push Adds 750
New Members
to Local 714**



As a counselor at the Juvenile Temporary Detention Center (JTDC) in Cook County, Illinois, Aurelio Garcia is responsible for the well-being of those incarcerated there. Prior to joining the Teamsters, Garcia and his coworkers were also being confined—by lackluster representation and contracts with no teeth.

“We weren’t getting anywhere with the union we had,” Garcia said. “We were talking to some sheriff’s deputies and they were telling us how well they were doing with the Teamsters. That’s how it got started.”

Hundreds of employees at the JTDC recently voted overwhelmingly to join Local 714 in Berwyn, Illinois. The majority of employees are Cook County Detention Juvenile Counselors, like Garcia, who oversee juveniles who are arrested and ordered by judges to

stay in custody and who are being charged with crimes.

The JTDC victory is one of many in recent months for Local 714. Building on their reputation for negotiating strong contracts and keeping close ties to members and potential members has paid off. The local has not only negotiated strong contracts recently—like the one for the Great Lakes Naval Station police officers—but has had tremendous success in organizing units like the JTDC, a Kellogg's warehouse and workers at Interstate Steel.

"We're organizing at a tremendous rate right now because people look at the contracts we're getting and want the same thing," said Bob Riley, a business agent for the local.

"Many of our organizing victories have come as a result of another union not properly representing its workers and they, in turn, have sought us out to represent them."

Teamster representatives supported the employees by showing their presence at every shift change and communicating consistently during the two-month campaign. The 420 JTDC workers who were organized had enough of their old union and voted by a 4-1 margin to join the Teamsters. Other JTDC members work in the kitchen, security, maintenance and other areas.

Great Lakes Contract

One of the reasons Local 714 has been so successful in organizing is because they have a great reputation among members

for negotiating top-notch contracts and making sure management abides by them.

A recent example of their negotiating prowess can be seen in the contract ratified by the Great Lakes Naval Station police officers just north of Chicago. The more than 50 Teamsters there recently ratified their fifth Teamster contract, featuring enhanced job protections. The contract was signed in November and was recently approved by the U.S. Department of Defense.

"These federal employees are an integral part of our security system and their jobs have gotten increasingly difficult since 9/11. These officers stand up to the test and we are proud to have them in our Teamster family," said Mick Vendafreddo, a business agent for Local 714.





"We're just like any other police officers only we work on a Naval station," said Robert Schultz Jr., one of the Great Lakes police officers. "On top of patrolling an area with more than 70,000 people, we do things like deal with presidential security and anything else that would come up on a military base. We do a lot of work with the MPs but we are the primary law enforcement in the area."

Fostering Teamwork

Schultz, who has been a police officer for 10 years and was previously in the military, said contract negotiations went

ment is an important aspect of the job.

"The union provides us a voice to management—it's as simple as that," he said. "But one of the most important things it does is foster teamwork among the unit. With police work in particular, you have to work as a team. It's an attitude that makes individuals not only look out for themselves but for coworkers. It has done us a lot of good."

"We are proud of the hard work of these officers and their dedication and unified efforts during negotiations," said Bob Hogan, Secretary-Treasurer of Local 714.

quicker than in the past because of the dedication of the Teamster negotiators.

"One thing we worked really hard for, and got, in the negotiations was to get more compensation for college classes," he said. "We used to get compensated for nine credit hours a year and now we get 19. It's really amazing. It allows people the opportunity to be motivated by other job opportunities within the department. It improved things in other areas as well."

Like any new contract, Schultz said members of the bargaining unit and the local are still working on implementing details of the agreement. Still, he stressed that being a Teamster in law enforce-

The local didn't accomplish these organizing gains alone. Joint Council 25 in Chicago had a hand in many of the big victories. Mike DiGrazia, the Organizing Director of the Joint Council, said they are involved in many of the locals' organizing fights.

"We're not there to take the lead but to support the locals," DiGrazia said. "We attend the meetings and participate in everything. We're there every step of the way in these structured, strategic organizing campaigns."

Kellogg's Warehouse Victory

In December, Local 714 scored another major organizing victory at a Kellogg's warehouse facility in Des Plaines, Illinois. Nearly 300 warehouse workers there voted for strong Teamster representation.

"We left another union that we didn't feel was properly representing us," said Isaac Parrezes, a warehouse worker at the Kellogg's facility. "So we left them and joined the Teamsters. We saw what kind of representation they were giving their members and decided we couldn't pass them up."

Gino Rodriguez, business agent and Vice President of the local, said that the Kellogg's warehouse workers were largely Hispanic and his language skills helped greatly in the organizing process. Rodriguez is bilingual and is already respected by many in the community because of his other career: as a boxing referee.

"A lot of Latinos in the community are boxing fans and many of them have seen me refereeing on television. When I go to a group like this, I'm recognized," he said. "They know that referees are neutral and are fair people. I tell them that the Teamsters are the same way. We make work fair for them so management doesn't have the upper hand going into any situation."

For Rodriguez, the warehouse victory was won the old fashioned way: getting to know the workers.

Word of Mouth

"I tell everyone at the local that when you service your membership, you have to get really involved," he said.

Rodriguez said he gets to know the families of members, he tries to remember

birthdays, goes to their soccer games and to neighborhood festivities.

"Pretty soon everybody knows you and, as a result, the local gets a good reputation," Rodriguez said. "Word of mouth is the most important organizing tool we have, but it helps to get your members good contracts and benefits."

The workers at the Kellogg's warehouse had heard about the strong representation Local 714 was offering other bargaining units as many of them got to know Rodriguez. And when the votes were tallied on December 7, the Teamsters beat out the incumbent union by a strong majority.

"It just goes to show that knowing the members and the prospective members helps," Rodriguez said.

Interstate Steel

Another recent organizing victory for Local 714 came when nearly 50 workers at Interstate Steel, a metal goods and services company also in Des Plaines, voted to become Teamsters.

"We had another union and, to make a long story short, we were getting jerked around," said Alex Cruz, a packager at Interstate Steel. Cruz, who used to work as a machine operator, has been with the company for 13 years. "The last few contracts we got through the other union were terrible. They had a lot of givebacks. We just felt that the Teamsters would be able to represent us better."

The Interstate Steel organizing victory is in keeping with the technique Rodriguez relies on.

"Gino (Rodriguez) was out there all the time, getting to know everyone," Cruz said. "After getting to know everyone, it wasn't too hard to get me and my coworkers to see that the Teamsters was the way to go. Everybody just pulled together and we worked toward a greater good for ourselves."

Workers at Interstate Steel include packagers, shippers and receivers, forklift operators, crane operators, and people working leveling machines and splitter machines.

"Interstate Steel is part of a big corporation and, when you're part of something this big, it becomes even more necessary to be in a strong union," Cruz said. "And the Teamsters Union was the only way to go."

Ed Coates is one of five building maintenance workers with Kendall County Facilities Management in Yorkville, Illinois. Local 330 in Elgin, Illinois represents all five of them. When contract negotiations started last year, Coates was shocked that the President of the local, Dominic Romanazzi, showed up to do the negotiating.

"I thought, 'Holy cow, the union President is coming here for just five guys?'" Coates said. "Dominic said he read through our current contract and there was a lot that needed to be changed. It just shows the dedication of this local that they would send out the President to negotiate a contract for five people."

That dedication paid off, Coates said, when the agreement unanimously passed and righted many wrongs from the previous contract. It is one of many unanimous—or nearly unanimous—contract ratifications negotiated by Local 330 in the past year.

amazing benefits. As with other negotiations, the local and its members worked together to get the best contract possible.

"These workers stuck together and, as a result, they got a phenomenal contract," said Nat Servino, a business agent for Local 330. "We didn't back down on anything in negotiations and we got almost everything we needed." The workers serve 14 communities in the Chicago area that includes 50,000 commercial and residential customers.

"This is the best contract we've ever gotten," said Jeff Foltz, a steward at Waste Management. "The local leadership stepped up and did a fabulous job. We're all real happy with the contract and with Local 330."

The dedication of Local 330's members, agents, stewards and leadership has resulted in many incredible contracts for members. The Waste Management contract eliminated language that allowed some workers to be

Contract Cooperation

Local 330 Works With Members for Contract Gains

"Our members work hard on the job every day and deserve the same from their union," Romanazzi said. "We've had a lot of success in negotiations in the last few months and we plan to keep it up. Our contract record from last year speaks for itself."

Indeed, most of their ratification victories were unanimous. Others were merely by huge margins. For example, the Teamsters at the Illinois Department of Transportation ratified their contract with a 74-10 vote.

Waste Management Contract

Another recent contract victory for Local 330 was at Waste Management in DeKalb County, Illinois. The 31 Teamsters there ratified a three-year agreement by a three-to-one margin and managed to get the workers some

part-time and now everyone there is full-time; the probation period was shortened; workers got wage, pension and uniform allowance increases; plus many other benefits.

"The representation we get is just outstanding," Coates said. "It's so nice to have somebody looking out for us that will drop everything to assist us if we need it. It doesn't matter how big the group is because Local 330 treats us all the same way—with the respect and dignity we deserve."



Victory in Puerto Rico

Urban Transit Workers Win "Best Contract in History of Puerto Rico"

The most ambitious public works program ever in Puerto Rico is up and running—staffed by Teamsters from Local 901 in San Juan. And thanks to the combined efforts of the local and the workers, members are working under a contract that has provided the biggest boost of pride for workers on the island since Felix Trinidad beat Oscar De La Hoya.

Jorge Farinacci, a legal adviser for Local 901, said the agreement approved by the members is, in economic terms, the best agreement ever negotiated in the history of Puerto Rico.

"The agreement contains the greatest increases that I have ever seen in my 30 years of negotiating collective bargaining agreements," Farinacci said. "The agreement also contains positive provisions in the area of retirement plans, health care and other benefits."

First Train System

The approximately 220 Teamster employees work on the Urban Transit System, known in Puerto Rico as "Tren Urbano," but are employed by Alternate Concepts Inc. (ACI)—a firm that manages the system. ACI also operates the urban transit system in Boston.

Those working on the train system are excited about the contract. Jeremiah Diaz, a Local 901 member who works on the train, said he never thought he'd be working under a contract this good.

"I have worked there almost two years as a technician. I test all technical aspects of the train, like the brakes and communication tests. If something goes wrong, I fix it," Diaz said. "But I can't see much in our contract that needs fixing."

Construction began on the train system two years ago and opened its doors to the public in mid-December, 2004.

"This is the first public train system in Puerto Rico and we organized the workers early," said Jose Ayala, President of Local 901. "We started working on it before they started constructing the rails. We organized the mechanics, train operators, customer service, everything."

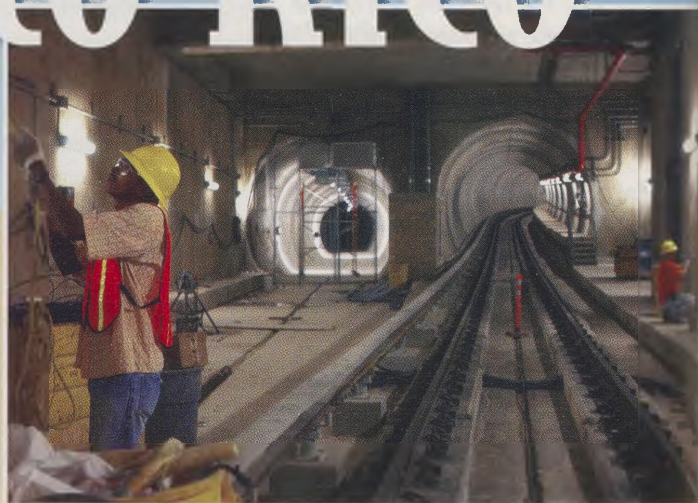
Other Benefits

The agreement, which was overwhelmingly ratified in December, is the first col-

lective bargaining agreement for a railroad system in Puerto Rico.

"This is truly one of the best contracts ever negotiated in Puerto Rico," said Germán Vázquez, Secretary Treasurer of Local 901. "Some of the aspects of this contract are simply unprecedented. For wages, some of the increases amount to as much as \$7 per hour over the course of the contract. Add to that the 401(k) provisions and all the other benefits and you've got an amazing contract."

Among other benefits, the Urban Transit System will now pay for 80 percent of medical costs when they would only pay 50 percent before; workers will receive an \$800 bonus in each of the first five years at Christmas and after that, they will get \$1,000 bonuses; all overtime will be double time instead of time and a half; and there are improvements to vacations and sick leave.



NOTICE

INTERNAL UNION DISCIPLINARY MATTERS

1. FORMER LOCAL 25 PRESIDENT GEORGE W. CASHMAN

George W. Cashman, former President of Local 25, signed an agreement resolving internal union charges against him by agreeing to a permanent bar from membership and from holding any office or position in any Local Union or other IBT-affiliated entity.

In April 2003, Mr. Cashman pled guilty to one count of Hobbs Act extortion and one count of conspiracy to steal and embezzle from an employee benefit program. The Union notified Mr. Cashman that internal union charges would be filed absent settlement.

The Consent Decree provides that all IBT "officers, representatives, members and employees of the IBT, are hereby permanently enjoined" from knowingly associating with any person enjoined from participating in union affairs. As a result of the settlement agreement, Mr. Cashman is permanently enjoined from participating in union affairs and any member or officer who knowingly associates with Mr. Cashman violates the Consent Decree and is subject to charges and an appropriate penalty.

Officers, members, employees and representatives of the International Union or any IBT-related entity are therefore warned not to have any contact with Mr. Cashman, effective immediately.

Any questions concerning this matter should be addressed to the International Union's Legal Department.

2. FORMER LOCAL 25 VICE PRESIDENT WILLIAM H. CARNES

William H. Carnes, former Vice President of Local 25, signed an agreement resolving internal union charges against him by agreeing to a five-year sus-

pension from membership and from holding any office or position in any Local Union or other IBT-affiliated entity.

In April 2003, Mr. Carnes pled guilty to two counts of theft or embezzlement from an employee benefit plan and two counts of mail fraud. Specifically, he admitted that he submitted false documents which caused IBT Local 25's Health Services and Insurance Plan to pay health care claims for two ineligible members of Local 25 and their dependents. He also admitted to using the U.S. mail to execute this scheme to defraud the Insurance Plan by having it pay claims to ineligible members and their families. The Union notified Mr. Carnes that internal union charges would be filed absent settlement.

The suspension began on January 4, 2005, and runs through January 4, 2010. Mr. Carnes is prohibited from holding any office or position in any Local Union or other IBT-affiliated entity during this period. Mr. Carnes is also prohibited during this period from participating in any manner in any of the activities or affairs of the IBT or any other IBT entities, including, but not limited to meetings, discussions, consultations, negotiations, votes or any other business or activity of the IBT and any other IBT entities. Because it does not involve a permanent bar from membership, the agreement does not prohibit IBT officers and members from social contact with Mr. Carnes during the period of the suspension, provided there is no discussion of Union business, activities or affairs.

Any questions concerning this matter should be addressed to the Legal Department.

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REPORT 84 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: January 18, 2005

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eighty-fourth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including an Agreement obtained prior to IRB recommending charges and the status of pending charges about which we have previously informed you.

II. MEMBER ACTION PRIOR TO IRB PROPOSED CHARGES

During a review of IBT records the IRB learned that Carlow Scalf, a member of the IBT and the Executive Assistant to General President Hoffa, had forms on file which declared that he was a Michigan resident. As a Michigan resident he would be eligible for a housing allowance and expenses relating to his duties in the Washington, DC, office. However, from about March 2001 through January 2004, Mr. Scalf received about \$65,000 in housing expenses when he did not have a principal place of residence in Michigan. In February 2004 Mr. Scalf reimbursed the IBT \$69,500 in connection with housing payments the IBT paid on his behalf.

Before charges could be recommended by the IRB to the IBT, Mr. Scalf submitted a compromise agreement to the IRB. While not admitting or denying wrongdoing, Mr. Scalf agreed to serve a sixty day suspension from all IBT-affiliated positions, including the Executive Assistant position, except IBT membership. He further agreed not to take or accept any compensation, remuneration or things of value and not to participate in any manner in any of the activities or affairs of the IBT or any other IBT entities during the sixty day suspension, which would become effective January 12, 2005. The IRB found the agreement served to resolve the matter and on January 11, 2005, forwarded it to United States District Judge Preska for review.

III. STATUS OF PREVIOUS IRB CHARGES

A. SCOTT DOYLE - Local 456, Elmsford, New York

We have previously informed you that Local 456 Mem-

ber Scott Doyle failed to cooperate with the IRB by refusing to answer approximately thirty questions during his in-person sworn examination. Charges were filed, an Article XIX panel was appointed to hold a hearing, and a hearing was held on October 27, 2004. The hearing panel found that the charges were proved. On December 17, 2004, Mr. Hoffa accepted the hearing panel recommendation and permanently barred Mr. Doyle from Local 456, the IBT and all IBT entities. On January 11, 2005, the IRB notified Mr. Hoffa that his decision was not inadequate.

B. JOSEPH L. BERNSTEIN - Local 781, Des Plaines, Illinois

We have previously informed you that Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein allegedly brought reproach upon the IBT and violated his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. The IBT filed the charges, appointed a hearing panel and a hearing was held on January 6, 2005. The hearing panel found Mr. Bernstein guilty as charged. On January 13, 2005, General President Hoffa adopted the hearing panel's recommendation and prohibited Mr. Bernstein from ever reclaiming membership in the IBT; permanently barred him from participating in the affairs of the Union, holding office, and contracting with Local 781, the IBT, or any other IBT affiliates; and prohibited him from having any contributions made on his behalf to any IBT-affiliated benefit funds by Local 781 or any other IBT-affiliated entities. Mr. Bernstein is not prohibited from contact and association with IBT officers, members, employees, representatives and agents with respect to matters that do not involve union business. The IRB has the matter under consideration.

C. JOSEPH VITTA - Local 812, Scarsdale, New York

We have previously informed you that Local 812 Recording Secretary Joseph Vitta allegedly discussed ongoing contract negotiations with Anthony Rumore, a prohibited person at the time. Further, during his September 26, 2003, sworn examination, Mr. Vitta allegedly testified falsely about his contacts with Mr. Rumore during his suspension by stating that no union business was ever discussed. Charges were filed by Joint Council 16 against Mr. Vitta.

On January 6, 2005, Joint Council 16 agreed to Mr. Vitta's agreement to serve a one-year suspension from holding office, employment and membership with Local 812 and any other IBT entities, and to serve a one-year suspension from the two Local trust funds of which he was a Trustee. The IRB found the agreement served to resolve the matter and on January 13, 2005, forwarded it to Judge Preska for review.

**D. CHUCK CRAWLEY, DENNIS BANKHEAD
AND MARIE ESPINOSA - Local 988, Houston,
Texas**

We have previously informed you that in its September 9, 2004 decision, the IRB found Mr. Crawley guilty of embezzlements involving the telephone installation at the union hall and the purchases of t-shirts and stickers. Mr. Crawley was permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity and may not hereafter obtain employment, consulting or other work, directly or indirectly, with the IBT or any IBT-affiliated entity. On charges of embezzlements by Mr. Crawley, Mr. Bankhead and Ms. Espinosa involving barbecue pits, aiding and abetting Ms. Espinosa to embezzle money from the union, and by the payment of legal fees for Ms. Espinosa, the charges were not proved.

On September 9, 2004, the IRB decision was forwarded to Judge Preska who by Order of October 4, 2004, gave respondents and the Chief Investigator time to reply to the Court. By December 2, 2004, all replies were submitted to the Court. In response to counsel's request to the Court that oral argument be granted on Crawley's objections, counsel appeared in the U. S. Courthouse in New York, New York, on January 13, 2005.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 50 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, cor-

ruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, NW
Suite 528
Washington, DC 20001

A Trucker's Tale

Retiree Turns Trucking Experiences into Children's Book

ONE SNOWY CHRISTMAS EVE IN the 1970s, Mark Mendonsa was piloting his 18-wheeler in a foot of Alaska snow when he noticed a melodic ringing from his tire chains.

"They sounded like sleigh bells ringing," Mendonsa said. With that, an idea was born.

Nearly 30 years later, the idea has come to fruition in the form of a children's book called "A Semi for a Sleigh" about a truck driver on Christmas Eve. The book, which turned into a family project, was released in December 2004.

"I don't know of any other books like this—a children's book about a truck driver," he said. "You wouldn't believe how this story has mesmerized both kids and truck drivers and everyone in between. I'm just in shock over how well it's going over."

Mendonsa was a Teamster for 29 years with Local 959 in Anchorage. He now lives with his wife on a lake near Wasilla, Alaska.

A Family Affair

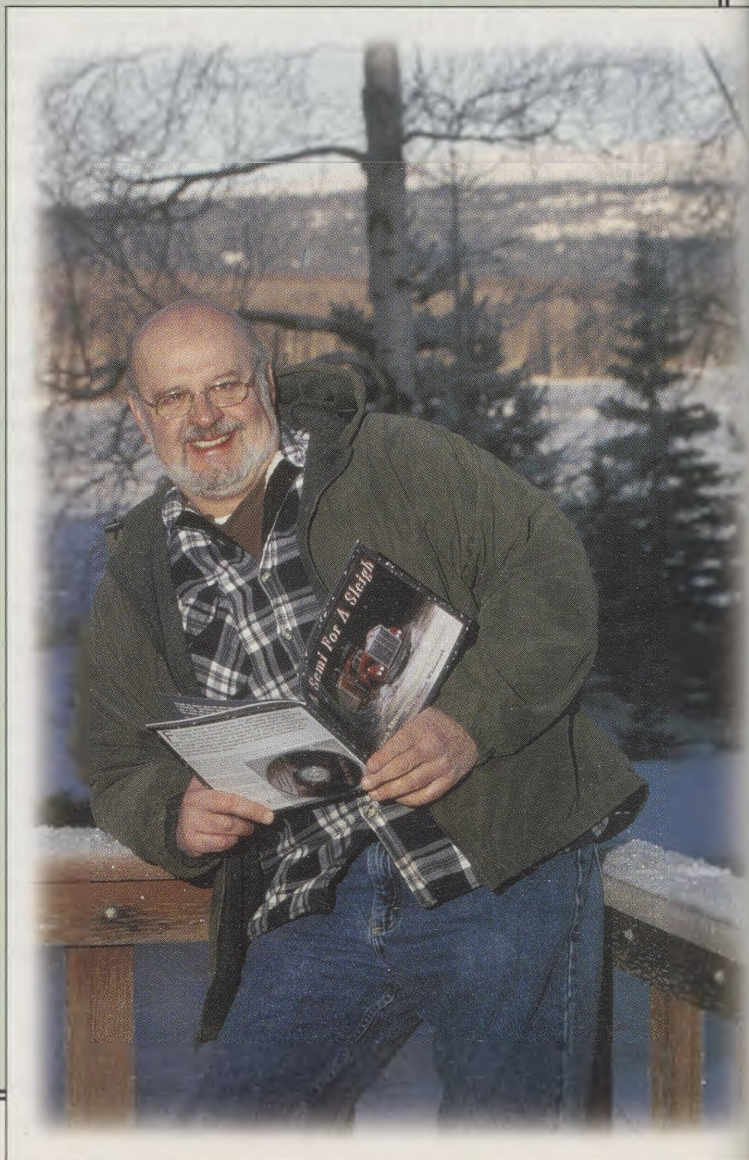
After coming up with the initial idea nearly 30 years ago, Mendonsa said he plugged away at it, piece by piece, for many years—often pulling over and writing down an idea if it occurred to him while on the road. When he had a draft of the book, he showed it to his mother who said it was a great story and she wanted to work on it with him.

"This book wouldn't be on paper if it wasn't for her. She wrote at least a third of it," he said. "The book comes with a CD of music to go along with it. My brother, who lives in Nashville, did the music."

His mother, Mary Mendonsa, also lives in Tennessee. She and Mark spent most of their co-writing time on the telephone going back and forth trying to get the meter right on the rhymes in the story. His brother, Charles Victor Mendonsa, has been making music for more than four decades.

"The book is basically a story about people helping people, which is what the Teamsters Union is all about—and it's what I'd like to do with this book," he said. "I want to tie this book in to a charity and raise money, possibly for my favorite charity, the Make-A-Wish Foundation."

The book is currently widely available in Alaska and can be found at www.amazon.com





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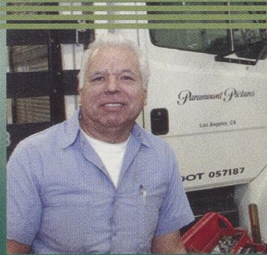


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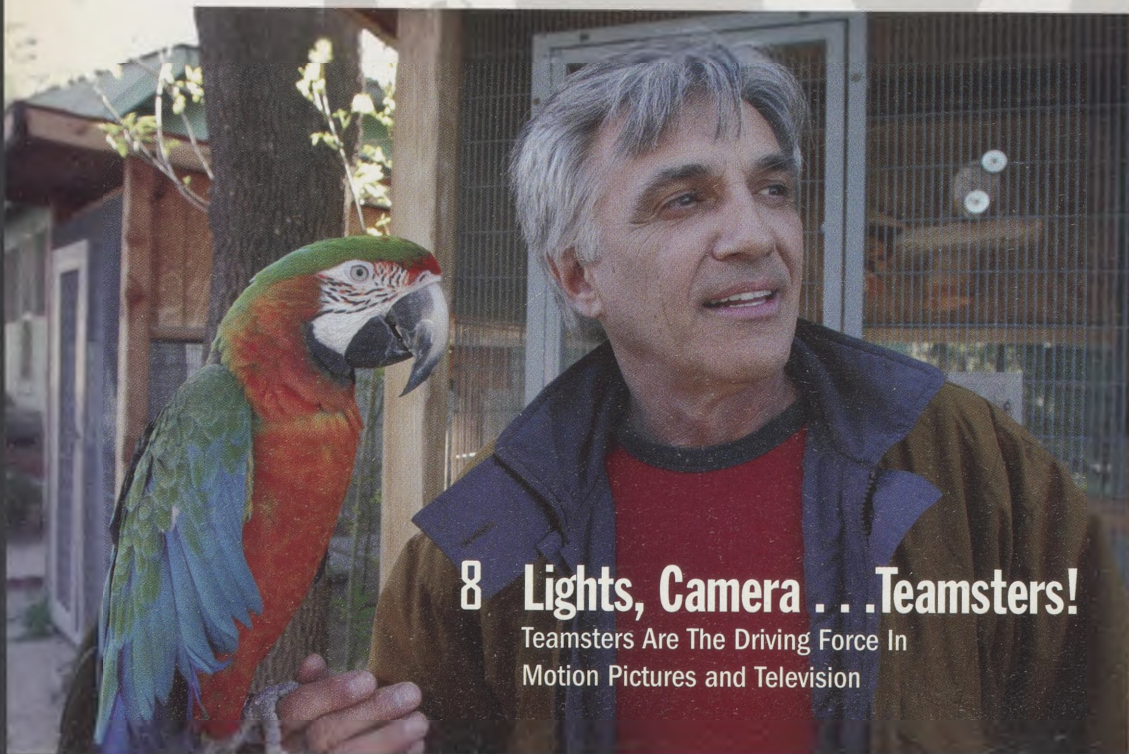
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8 Lights, Camera . . . Teamsters!

Teamsters Are The Driving Force In
Motion Pictures and Television





A MESSAGE FROM THE GENERAL PRESIDENT

Protecting Pensions

Over the last 100 years, the American labor movement has transformed the lives of working people from an existence of despair and misery to one of hope and progress. By standing as one, America's workers have gone from struggling just to survive to sharing in the American Dream—the dream of owning a home, sending kids to college and enjoying a secure retirement.

It's no secret that the right to a secure retirement will be the subject of an aggressive assault in Congress this year. There's a retirement crisis brewing in America, but it isn't Social Security. It's pensions. Anti-labor special interests and their allies in Congress don't want to act to protect pensions. They call it a bailout for unions. I call it support for the working people of this country. You put in an honest days work, you put in your hard-earned years on the job, you deserve a good retirement. This is the American way.

10 Million Americans

The time has come for our elected officials to help ensure the viability and security of our nation's pension plans. With the political focus on Social Security, it is unacceptable for politicians to ignore the broader retirement security of all Americans—and the Teamsters won't let them.

Teamster leaders have been meeting with key members of Congress, pressing them to enact Pension Protection legisla-

tion that will help multi-employer pension plans weather the financial storm of the past few years. We need to put these plans on a more secure financial footing—as well as protect good union employers that participate in these plans—now and for the long term.

Last year Congress snubbed multi-employer pension plans and the 10 million Americans that benefit from them. These plans were excluded from legislation that helped single-employer plans. Lawmakers know that legislation protecting our pensions is the top priority for the Teamsters—and we expect our friends in Congress to stand with us.

Getting Involved

In order to pass legislation that will protect pensions and provide needed relief, it is essential for Teamster members to mobilize their fellow workers, to contact their senators and congressional representatives, to circulate and sign petitions and to become politically active in order to achieve this legislative goal. We need everyone to get involved in the battle to protect pensions. We must remind lawmakers that retirement security doesn't begin and end with Social Security.

James P. Hoffa

Union Moves Quickly To Protect USF Members' Jobs

Teamsters Fight for Workers in Major Freight Acquisition

Teamster leaders are leaving no stone unturned in their efforts to make sure freight members' jobs and contracts are protected after Yellow Roadway Corporation announced that it was acquiring USF Corporation.

When the announcement was made in February, Teamsters General President Jim Hoffa and Freight Division Director Tyson Johnson met with Yellow Roadway management.

"Tyson and I had a preliminary meeting with the leadership of Yellow Roadway and the company has provided us with their initial expectations from the acquisition," Hoffa said. "We are monitoring the direction of their efforts. We expect that this acquisition will not only protect Teamster jobs but will create more good Teamster jobs."

As the union did in 2003 with the Yellow/Roadway Corporation combination, the Teamsters will do whatever is necessary to protect members'

jobs and contracts. The union is doing its own analysis of the deal to make sure members' interests are protected now and in the future. The acquisition is expected to close this summer.

Organizing Hurdles

The union has faced challenges recently in its attempts to organize workers at USF Dugan. The company has run anti-worker, anti-union campaigns to challenge the union, and the company is putting up resistance in negotiating first contracts with the Dugan

workers at three locations. Also, 1,500 Teamsters at the financially-troubled USF Red Star lost their jobs last May when the subsidiary abruptly closed in violation of the Teamster contract and without the proper warning to workers. The shutdown was part of Red Star's parent company's decision to use the recognition strike by Local 107 last May as a pretext for closing Red Star and replacing it with the highly-profitable USF Holland in the Northeast. The union has filed a lawsuit against USF to

remedy its unlawful conduct.

Union leaders have told management of the their concerns and the Teamsters are making sure that part of the discussions center on organizing workers at USF. Organizing more workers will help all Teamster freight members.

The company will have an estimated annual revenue of more than \$9 billion, more than 70,000 employees and 1,000 service locations. The acquisition deal is worth about \$1.37 billion in cash and stock.

If the companies' shareholders approve the deal, it would be the second major acquisition for Yellow in the last year and a half. Yellow Corporation essentially doubled its size when it purchased competitor Roadway Corporation in late 2003.

At the Teamsters Union, the Legal, Research and Benefits Departments are monitoring progress on the deal, and members can stay up to date on any developments by checking the web site at www.teamster.org.



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New Jobs at UPS

Timeline Set for Full-Time Positions

When the Teamsters negotiated the 2002-2008 national UPS contract, they made sure they would continue pressing the company to create more full-time jobs so that part-time workers will have the chance to advance their careers.

The fruits of those efforts are about to be realized. The first round of new full-time jobs at UPS—2,500 positions as required under the National Master Agreement—must be in place by July 31, and a timeline has recently been established.

"While this country has lost hundreds of thousands of good-paying jobs in recent years, UPS is creating 10,000 full-time jobs in the coming four years," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. "This requirement to cre-

ate more full-time jobs is a testament to the hard work of our negotiating committee."

A More Secure Future

"These new jobs mean that the workers who fill them will have the opportunity to maintain their position in the middle class, provide a more secure future for their families and have a chance to send their kids to college," said Jim Hoffa, Teamsters General President.

The following represents the timeline for the creation of these new jobs:

- By March 18, 2005, the first 30 percent of the employees started their new jobs;
- By April 5, the bid process was scheduled to be completed for the remaining 70 percent of the jobs—30 percent to start no later than April 29; 20 percent to start no later

than May 20; and the last 20 percent to start no later than June 17; and

- By June 17, any jobs with turnover—employees who took one of these jobs and could not qualify or otherwise vacated the position—should be filled.

UPS is obligated to create 2,500 new full-time positions in each of the next four years—10,000 new full-time jobs total.



Murphy Appointed Director of Rail Conference

General President Jim Hoffa recently appointed John Murphy, International Vice President, the Director of the Rail Conference.

"John's decisive work on the mergers of both the Brotherhood of Maintenance of Way Employees and the Brotherhood of Locomotive Engineers and Trainmen have earned him this appointment," Hoffa said. "The solid foundation of our rail conference is due to John's many meetings across the country with rail members to explain the merger and how they would benefit from being part of our great union."

The Teamsters Rail Conference includes more than 70,000 rail employees on all major freight rail lines and passenger lines in the United States.



Check Us Out

Teamsters Unveil Redesigned Web Site

In March, the Teamsters Union unveiled a brand new version of Teamster.org, the union's home page. The new look and organization of the site, which has been months in the making, is designed to help site visitors take action and gather information about the union more efficiently.

Some highlights of the new site include:

- Resources sections that target the union's key audiences, including members, stewards and local union leaders;
- Easier access to information about critical contract campaigns and other union activities;
- A new, more precise search engine;
- An improved take-action system that will allow visitors to participate in petitions and political action, and easily subscribe and unsubscribe to the union's various email newsletters; and
- Even more of the up-to-the-minute union news and information site visitors have come to expect.

The site is optimized for use in the latest versions of Internet Explorer and Mozilla.



TEAMSTER NEWS

Local 299 Saves Carhaul Jobs

200 Workers Keep Good-Paying Union Jobs

Thanks to the efforts of Teamster members and leaders, 200 good-paying union carhaul jobs have been saved.

"This is an example of labor standing together as one to help save good, quality jobs that provide full health, welfare and pension benefits," said Kevin Moore, Local 299 President. "The company tried to take away these jobs but we didn't let it happen. The key to saving the jobs was getting early warning signs—we found out before the jobs were lost. We went to work immediately, and General President Jim Hoffa got right on board and assisted us."

Hoffa said the early response was critical.

"We need to remain vigilant about any plans that will cost our members their livelihoods," Hoffa said. "This is a good lesson for other carhaul local unions who may face similar situations. Locals should contact the Teamsters Union and we will do whatever it takes to save Teamster jobs."

The story began in May 2004 at the Ford Mustang assembly plant in Dearborn, Michigan. For decades, Teamster-represented companies, such as E&L Transportation, Cassens and Allied Transportation, hauled Mustangs from the Dearborn plant. Ford then began producing Mustangs at the AutoAlliance International assembly plant in Flatrock, Michigan, 12 miles

away. Ford rebid the carhaul work after the move and two nonunion companies, Uni-mark and Grace Intermodal, won the bids.

Going to Work

Moore received early word of the future change and went to work. He contacted Mark Gaffney, president of the Michigan State AFL-CIO, and Don Boggs, Metro Detroit AFL-CIO President. Moore also enlisted the support of UAW President Ron Gettelfinger, and Gerald Bantom, Vice President of the UAW who serves as director of the UAW National Ford Department. Local 299 also got help from

Michigan political leaders.

In early December, Local 299 made it clear that it would strike over the loss of the Teamster jobs. A week later, the UAW was on board in support of Local 299, telling Ford that the Teamsters were serious about striking. Ford then asked for more time to rebid the work, and promised that it would rebid the work to Teamster-represented companies only. Later in December, Ford contacted only Teamster-represented companies.

In early January, the primary carhaul work went to E&L, with Allied and Cassens doing the secondary work—all Teamster companies.



Rail Labor's New Strength

Coalition Formed for Upcoming Negotiations

For the first time in two decades, seven major railroad unions have joined together in the creation of the Rail Labor Bargaining Coalition (RLBC) to coordinate upcoming contract negotiations with the rail carriers. The seven unions of the coalition represent nearly 85,000 rail workers from American railroad corporations.

"This coalition is a great example of rail labor's new strength," said Jim Hoffa, Teamsters General President. "For too long, rail employers

felt they had the upper hand in negotiating—this coalition serves notice to them that it's no longer business as usual."

The RLBC will bargain collectively with the carriers regarding wages, rules and health and welfare notices. The coalition will develop a coordi-

nated contract negotiating strategy and each individual union will not sign off on any tentative agreements with the rail carriers until the coalition members concur as prescribed by a coalition agreement.

"With serving notice to the rail carriers to commence contract negotiations, this coalition has completed a first successful step toward developing a unified bargaining strategy," said George Francisco, coordinator

of the coalition and President of the National Conference of Firemen & Oilers (SEIU).

"This coalition is the reason the BLET and the BMW E merged with the Teamsters under the banner of the Teamsters Rail Conference," said John Murphy, Director of the Teamsters Rail Conference and an International Vice President.

Unified Front

By presenting a unified front at the bargaining table, members of the Rail Coalition have taken an important step in combating rail management's divide-and-conquer bargaining strategy. That strategy features the coercion of individual organizations into divisive

"This coalition is the reason the BLET and the BMW E merged with the Teamsters under the banner of the Teamsters Rail Conference."

—JOHN MURPHY, DIRECTOR OF THE TEAMSTERS RAIL CONFERENCE

TEAMSTER-MADE

Eight O'Clock Coffee—An American Tradition

Eight O'Clock Coffee has been a staple of the American coffee drinker for more than 86 years and has become one of the most identifiable names on the market today. Teamsters from Local 730 in Washington, D.C. produce this union-made coffee in Cheverly, Maryland.

When you ask any of the 130 members at the Eight O'Clock Coffee plant what they believe is the key to the success of their product, they all say the same thing—the people.

Eula M. Cleveland retired in 1994 as the Recording Secretary of Local 730 and treasures the 43 years she worked at Eight O'Clock Coffee.

"I remember when there was nothing around here but woods, a path and that building," Cleveland said. "I have had the honor of seeing so much over the years."

The area around the building has developed and that path has become a highway, but the Eight O'Clock Coffee plant still remains. Cleveland understands the key to the longevity of the plant.

"You need good people to produce a good product," Cleveland said. "Without the workers that have been through that plant over the



years, they would have never had the success they enjoyed."

Tradition of Teamwork

James Wiley Robertson has been a Teamster since 1978 when he began working at the plant.

"There was always a sense of teamwork here," Robertson said. "I was new but was treated like part of the family right away by all the older workers. We helped each other to get the job done."

Robertson, who currently works as a roaster, has worked in every area of the plant, from the warehouse to shipping to blending. He is now one of the older workers, and he believes in offering the same respect and mentoring to new workers that he received.

Mark Beard remembers being immediately accepted when he began working at Eight O'Clock Coffee in 1995.

"When I first came here I quickly felt like I was part of a team," Beard said. "This plant is just like our country. It is a melting pot of different ethnic groups working together as a team toward a common goal."

contract settlements, which then are said to form a pattern of substandard agreements that, in turn, are forced on other organizations through over-long mediation, Emer-

gency Board proceedings or legislation. A united coalition will restore balance to contract negotiations.

"It would be unfortunate for any rail union leader to not

be a part of this coalition," said Freddie N. Simpson, President of the BMWED. "This coalition will prevent the carriers from whipsawing unions, large and small alike, and will

strengthen all of rail labor at negotiations."

On February 10, the RLBC met with Harry Hoglander, the chairman of the National Mediation Board (NMB); Edward Fitzmaurice Jr., a member of the board; and Larry Gibbons, the NMB's Director of Mediation. Members of the RLBC explained the nature

of the RLBC, the reasons for its formation and the general goals of the coalition for this round of negotiations.

The coalition comprises the following railroad unions:

- Brotherhood of Maintenance of Way Employees Division (BMWED);
- Brotherhood of Locomotive Engineers and Trainmen (BLET);
- National Conference of Firemen & Oilers (SEIU);
- Brotherhood of Railroad Signalmen (BRS);
- Sheet Metal Workers International Association (SMWIA);
- International Brotherhood of Boilermakers (IBB); and
- American Train Dispatchers Association (ATDA).





In The Cards

Local 89 Teamsters at Caesars Win First Contract

Capping an historic campaign, 169 casino workers represented by Local 89 in Louisville, Kentucky recently ratified their first contract with Caesars Indiana Riverboat Casino & Hotel in Elizabeth, Indiana. The contract is part of an innovative agreement between the casino and locals from three unions.

The five-year contract guarantees annual wage increases, features job-protection language, and establishes a minimum hourly wage, sick days and seniority rights. Workers covered include PBX (phone) operators, valets, slots representatives, storeroom and warehouse workers, front desk employees and bellpersons.

"Before, the company would violate your seniority, choose your shift and schedule you without recognizing seniority," said Ireatha Thurmon, a PBX operator. "My coworkers and I are very appreciative of Local 89 for getting language that forces the company to recognize seniority."

Dignity and Respect

The successorship and sub-contracting language protects workers' jobs and forces future employers to adhere to the language of the contract—Harrah's Entertainment, Inc. is currently in the process of taking over Caesars properties.

"This was hard-fought language and the committee would not leave the bargaining table without it," said Cheryl Tipton, a slot representative.

"Some of these workers had been fighting for this for four, five years," said Kevin Evans, a Local 89 business agent. "With this, the workers will get the dignity and respect they deserve."

Collaborative Approach

Local 89 joined with UNITE HERE and the International Union of Operating Engineers to organize the casino and hotel's 800-plus employees and secure their first contract.

"It was a great negotiating experience," Evans said. "Negotiators from all three unions worked out this contract."



"Before, the company would violate your seniority, choose your shift and schedule you without recognizing seniority. My coworkers and I are very appreciative of Local 89 for getting language that forces the company to recognize seniority."

—PBX OPERATOR IREATHA THURMON, LOCAL 89

The resulting pact covers workers from all three unions and features clauses that address job-related issues of the various worker groups. The contract caps a formidable campaign that began with a card-check agreement last March that allowed organizers to have access to the various work areas and lowered ten-

sion as the company agreed to stay neutral.

"When unions work together and employees have a voice in the workplace and bargain for fairness and equality, a strong contract will be the outcome," said Fred Zuckerman, Local 89 President.

Great Gains in Construction Trades

Local 631 Ratifies Historic Contract

Approximately 700 construction workers, members of Local 631 in Las Vegas, overwhelmingly approved a three-year contract with the Nevada Contractor's Association in October. The contract, which features language solving troublesome jurisdictional issues, provided numerous gains for the workers.

The new contract resolves jurisdictional issues and includes language that guarantees work that has traditionally gone to Teamsters will stay Teamster work. The local also now has the right to take the employers to arbitration if they let anyone else but Teamsters perform those jobs.

"It is phenomenal," said

Rickey Knight, Local 631's President. Knight negotiated the contract with Business Agent Carl Hosmer.

"We couldn't have gotten a better result," said Larry Bennett, an 11-year Teamster who drives double-belly dump trucks. "We held our ground and we got everything we asked for."

Other Highlights

Van Fleming, an 18-year Teamster who has worked in Las Vegas for 10 years driving heavy off-road equipment, said several members asked him, as their steward, to represent them on the contract committee. "It's a better contract than they've seen down there for quite a long time," he said.

Other highlights of the contract include:

- An increase in the pension contribution;
- A \$1 increase for special shifts outside workers' normal starting times;
- A 25 cent per hour tool allowance;
- 55 cents per hour for an apprenticeship program;
- Increased vacation time;
- Zone base increase of 50 cents;
- A \$5.30 per hour pay increase over the life of the contract;
- Recall rights for laid-off workers;
- Health and welfare benefits for injured workers; and
- A special equipment classification that will result in a



minimum of 100 to 150 new Teamster jobs in the Las Vegas area.

"The entire team working on this agreement did a tremendous job," said Ed Burke, Local 631's Secretary-Treasurer. "To get this kind of money and this kind of language change in a right-to-work state really makes a difference."

A new benefit for Teamster members —



Visit **TeamsterVacations.com**
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LIGHTS, CAMERA... TEAMSTERS!

TEAMSTERS ARE THE DRIVING FORCE IN MOTION PICTURES AND TELEVISION



LEANNE PLACEK held a walkie-talkie to her ear just outside of Stage 4 on the Walt Disney Studios lot in Burbank, California. The stage, which resembles a small warehouse, contains a variety of sets used on ABC's *Alias* program. Placek, a five-year Teamster and driver for Disney Studios, listened carefully to her transportation coordinator's instructions, which concerned the appearance of *Alias*' star, Jennifer Garner.

"She's in her trailer but she'll be coming out in a couple of minutes," Placek explained.

Although the appearance of a Hollywood star might dazzle the millions of people who watch *Alias* each week, Placek is professionally nonchalant. After all, Placek and her fellow Teamsters fully understand the duties involved with working daily with the biggest stars in television and movies, and this warm February morning was just another day of work for Placek, Garner's personal driver.

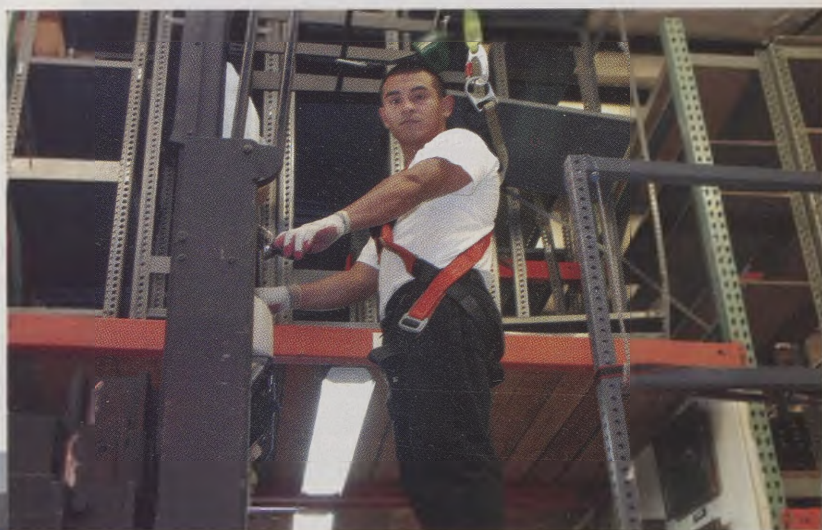
Placek explains that even with such close proximity to stars, she and her fellow drivers' work is on just this side of glamorous. Motioning toward one of several glistening white trailers parked just outside Stage 4, Placek explained her



duties. "I get Jennifer's coffee every morning before I pick her up and bring her to the studio or, if we're on location, to the shoot." Throughout the day, Placek explained, "I drive, clean and maintain her trailer, which involves fixing anything that needs to be fixed, repairing things inside, keeping it clean. Also, I run errands to pick up things she needs during the day."

Her work has not gone unnoticed. Although the nature of television and film productions demands that Teamsters work on projects for only set amounts of time (say, during a 12-week film shoot or a two-day commercial production). Garner is so won over by Placek that she requested her services over the past four years at *Alias* plus as her driver for movies Garner has starred in, such as *Thirteen Going on Thirty*, *Elektra* and *Daredevil*.

A few moments later when Garner appears, it becomes clear why Placek has been Garner's driver for so long: mutual respect. Garner pauses on her walk between her trailer and Stage 4 and tosses an arm around Placek.



"TEAMSTERS IN THE MOTION PICTURE, TELEVISION AND THEATRICAL TRADES DIVISION ARE **HIGHLY SKILLED, HARDWORKING MEMBERS** WHO CREATE SOME OF THE MOST PROFITABLE AND ENJOYABLE PRODUCTS IN THE WORLD: FILM, TELEVISION AND THEATER PRODUCTIONS."

— Jim Hoffa

"What can I say about Leanne and the Teamsters?" Garner said. "She's great. I love the Teamsters!"

"Teamsters in the Motion Picture, Television and Theatrical Trades Division are highly skilled, hardworking members who create some of the most profitable and enjoyable products in the world: film, television and theater productions," said Jim Hoffa, Teamsters General President.

Rank-and-File Strength

Indeed, more than 10,000 Teamsters are the driving force behind some of the most successful movie and television productions, driving a variety of trucks and specialized vehicles to location shoots around Hollywood, New York, Chicago and numerous states across the country. In addition to film and TV, these Teamsters help create countless commercials, Broadway productions and music videos.

"We have very strong rank-and-file members," said Leo Reed, Local 399 Secretary-Treasurer and Director of the Motion Picture Division. "They work long hours and work seamlessly with sister unions. It's hard when you're not a permanent employee, but their

Unparalleled Service

NES MEMBERS EQUIP HOLLYWOOD'S HITS

Wander onto the sets of the most popular television shows and blockbuster motion pictures in Hollywood and you will see Teamsters playing an integral role in the production. Name your favorite show or movie and there is a good chance that Local 399 members that work for NES have been or are on the set.

This union shop is unique in its nature, as NES is the only equipment rental company solely dedicated to servicing the entertainment industry in the Los Angeles area. From boom and scissor lifts to forklifts and generators, these Teamsters provide approximately 70 percent of the market share for the Hollywood studios.

Members at NES are proud to be a union shop, ratifying an outstanding four-year contract last year that secured some of the best health care and pension packages in the nation. Their pride is readily apparent on all their equipment, which bears Local 399's logo.

"Before we were union, we were just doing a job. Now we're part of a family," said Bob Cope, a shop steward at NES. "There's more interaction, more communication. It's a better atmosphere altogether."



Excited and Happy

The contract is highlighted by improvements in wages and the members' participation in the Motion Picture Industry Health and Welfare Plan.

"The workers have gone from low wages and co-pays for medical coverage to two pensions, significant wage increases and full health care coverage," said Tony Cousimano, President of Local 399. "Our members at NES are excited and happy with this contract."

The Motion Picture Industry Health and Welfare Plan is one of the richest in the industry—a strong and well-established plan that is driven partially by DVD sales, providing residuals that are diverted directly into the fund.

"I am very excited that the employees at NES are able to participate in the Motion Picture Industry Health and Welfare Plan," said Mitch Masoner, a business agent for Local 399. "Leo (Reed) and Tony (Cousimano) were instrumental in getting this for NES members. It is going to make a huge difference for the families of these employees for the next 30 years."

contract ensures their right to speak up and stand up for their rights—and they do. They're a fantastic group of workers who support each other."

Based in North Hollywood, California, Local 399 represents the most workers in the division, approximately 4,100 highly skilled workers employed in an unexpectedly wide range of trades, including vehicle drivers, horse wranglers, location managers and scouts, warehousemen and animal trainers.

Evidently the work is so good, some workers don't want to stop. "The Teamsters are one of the greatest organizations I know of," said 52-year Teamster Allan Falco during a break in filming at a *CSI: Las Vegas* location shoot in Hollywood.

A veteran of movies as varied as *Annie*, *A Star Is Born* and *White Line Fever*, Falco, a semi-retired driver and transportation coordinator, is pleased with being able to work in the industry for more than half a century. "I've always had lots of job security—I've never had to make out a resume," he said. "Leo Reed and Local 399 do a great job of standing up for our rights. I think being a Teamster is a pretty good damn deal."

At nearby Downey Studios, cook/driver Noel Reyes sliced asparagus for lunch. "For me, knowing that you'll get fairly treated for the work you do is a big thing," said Reyes, a four-year Teamster. "On nonunion jobs, I didn't always get paid for what I did. The Teamsters make sure I do. Plus, we all get along very well together."



Horse Sense

Sandy and J.J. have impressive resumes—particularly for horses. "They were in *The Princess Diaries* and *Hidalgo*," said Mike Boyle, a 32-year Teamster, patting Sandy's neck. "When you're on a set with lots of people and loud noises, you need the horses with the gentle dispositions. These two have it."

Today, these quarterhorses are hitched to a wagon on Mike and Shelly Boyle's picturesque Simi Valley, California ranch, which was in the movies even before Local 399 got its charter in 1930. Just as



"WE HAVE VERY STRONG RANK-AND-FILE MEMBERS. THEY WORK LONG HOURS AND WORK SEAMLESSLY WITH SISTER UNIONS. IT'S HARD WHEN YOU'RE NOT A PERMANENT EMPLOYEE, BUT THEIR CONTRACT ENSURES THEIR RIGHT TO SPEAK UP AND STAND UP FOR THEIR RIGHTS—AND THEY DO."

—Leo Reed, LOCAL 399 SECRETARY-TREASURER
AND DIRECTOR OF THE MOTION PICTURE DIVISION



Boosting Business

INCENTIVE PROGRAMS INCREASE PRODUCTION

Hollywood and New York City have always been the most recognized and active areas for television and motion picture production. However, thanks to new state-sponsored incentive programs, studios are bringing their business to new markets.

New Mexico and Louisiana have experienced a recent renaissance when it comes to movie and television production. New tax incentive programs enacted by the two states are designed to attract studios by appealing to something they are always watching—the bottom line.

"It started to boom in 2003 after New Mexico Gov. Bill Richardson implemented the tax incentive program," said Moises Ortega, a business agent from Local 492 in Albuquerque. "New Mexico has always been popular for Westerns but we are getting a wide

array of productions since this program started."

Louisiana has experienced an even greater influx of business following the introduction of the state's Motion Picture Incentive Act in 2003. The plan offers three options that studios can take advantage of that include sales and use tax exclusion, employment and labor tax credit and an investor tax credit.

Outstanding Trend

"It has been such a boom for us," said O. P. Davis, a business agent at Local 270 in New Orleans. "In the past, we might do one or two movies. But now we have done at least 20 movies in the last two years and we have five movies going on right now."

Louisiana has served as host to past films *Ray* and *Runaway Jury*. Current projects include

feature-length films *The Dukes of Hazzard*, *All the King's Men* and *Lady Luck*.

The success of Louisiana and New Mexico's plans has led to other states recognizing the financial benefits of attracting studios with incentive programs. Currently, there are more than 30 states that offer some form of film tax incentive program. Recent states that have launched incentive programs include Mississippi, South Carolina and New York.

"This is an outstanding trend in the industry," said Leo Reed, Secretary-Treasurer of Local 399 in North Hollywood, California and Director of the Motion Picture Division. "Not only will it bring more jobs to our members across the nation, but it will help stop studios from taking their projects outside the United States."

in generations before, the Boyles specialize in training and handling horses. Shelly trains the steeds and Mike is the wrangler. Their horses have appeared in countless productions, including *Planet of the Apes* television series, Budweiser commercials, *City Slickers*, *Back to the Future Part III* and *The Ring*.

"Horses are just like kids, seven- or eight-year-olds," Shelly said. "You have to get their confidence and make sure they don't get hurt."

The industry once relied heavily on wranglers such as Mike when Westerns ruled the marquee. The call for on-screen horses has decreased since the days of John Wayne and Gene Autry, but the Teamsters stuck with these trainers and wranglers, and vice versa.

"There's so much camaraderie in being a Teamster," said Shelly. "It's special to me, a group united to be successful."

Mike agreed. "I enjoy the people I work with," he said. "Teamster members are some of the most skilled workers in Hollywood."

Teamsters on Broadway

On a chilly morning in front of the Belasco Theater in New York City's Broadway district, Teamsters unload stage lights from a 40-foot truck.

"We unload the lights before anything else," said John Arena, a 35-year member of Local 817 in Lake Success, New York. "Later this week, we'll bring in the sound equipment, then unload the scenery and any props and special effects."

"I love it here on Broadway," Arena said. "I used to do feature films but those hours were much longer. This suits me." It's clear



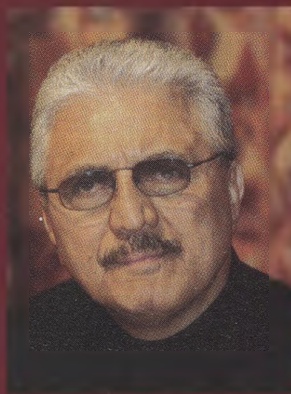
that the Teamsters Union also suits him. "This union has got to be the greatest. I can't say enough about the union—it has given me a great living."

"It's been a godsend to me," said 25-year Teamster Patrick Bentz, co-captain at the *Third Watch* shoot location in lower Manhattan. "The benefits and people I work with are fantastic."

"Being a Teamster has been great," said Robert L. Johnson, an electrical truck driver and a 22-year member of Local 817. "I've been able to make an honest living, I have security and I've been able to

Q&A: Leo T. Reed

Teamster magazine recently spoke with Leo T. Reed, Director of the Teamsters Motion Picture Division, about the state of the motion picture industry.



Q: How did the Teamsters originally become part of the motion picture industry?

A: In 1928, a group of drivers and wranglers in Hollywood were organized by Local 208. I believe Local 817 in New York was chartered the same year. Then in 1930, Local 399 was chartered. These two locals are the only locals in the union where 100 percent of the

Teamster employees work solely in the entertainment business.

Q: What type of jobs do Teamsters that are part of the Motion Picture Division do?

A: Our members do a lot of the same things other Teamsters do around the nation. They are drivers, dispatchers, warehouse workers and clerical workers. However, we do have positions unique to the division like location managers, wranglers, wild animal trainers, insert car drivers, high speed stunt drivers and Chapman crane operators.

Q: Teamsters in the Motion Picture Division have some of the best benefits in the union. What makes their benefits different?

A: For the members at Local 399, most of the benefits are from the motion picture residuals that derive from pay television, free television and DVD rentals and sales. Also, there are profits that derive from commercial ships and airline television. The other locals have hourly contributions.

Q: What is the biggest challenge that the Motion Picture Division faces right now?

A: Runaway productions, but there is a solution. You just have to look to New Mexico and Louisiana's success with their film tax incentive programs. They set the bar for such programs that are designed to attract studios to their areas instead of sending the work to other countries. But there is enough work for everyone. Tax incentive programs work. Competition is good as long as the playing field is level. Everyone must change and we are prepared to shape our division with the times. However, it is important that our legislature gets involved. Even without incentives here in Hollywood, we still do between 100 to 115 productions a day. If the governor introduces his own program in California and does what he promised, look out!

provide for my family. Those are the most important things in life."

Formed when vaudeville shows were the entertainment of choice, Local 817 is the oldest local in the Motion Picture Division. The local cares deeply about its members and its home: New York City. After the September 11, 2001 terrorist attacks, Local 817 members drove trucks packed with vital supplies from the Red Cross. Drivers also manned generator trucks and set up movie-set lighting to illuminate Ground Zero. Normally, Teamsters drive water trucks used to produce rain-showers for television and movie productions, but from October 2001



through May 2002, Teamsters reduced airborne toxic dust generated from the site by spraying water from these trucks. Approximately 80 Local 817 members worked long hours at the site.

"We were right there with the firemen, police officers and construction workers," said Jim Whalen, coordinator of Teamster drivers at Ground Zero. "Dust suppression was a big issue. We really felt like we were contributing and making a difference."

"We had such a great response that we couldn't actually use all the members who offered to help," said 25-year member Jim Leavey, who coordinated light service at the site. "That's the Teamster way."

Fighting to Win

A single word was on Hollywood and New York Teamsters' minds in late February: Strike. "That's the last thing we wanted," Reed said. "But we would have if we had to. We fight to win."

The impending strike hung upon the major studios recognizing the casting directors—the people who select actors for film,

television and commercial productions—as Teamsters. "Our goals with joining the Teamsters are to secure a pension and health care plan," said Hollywood casting director Gary Zuckerbrod. "Also, right now, a producer or studio can arbitrarily withhold payment from us. We want to change that and that's why we want to become Teamsters."

Numerous stars, including George Clooney, Drew Barrymore, Cameron Diaz, Jennifer Garner, Samuel L. Jackson, Meg Ryan, Denzel Washington and Reese Witherspoon supported the Teamsters and casting directors, but the Alliance of Motion Picture and Television Producers (AMPTP), the studios' bargaining body, refused to recognize the workers.

In early 2005, Reed and Thomas O'Donnell Sr., Local 817 President and International Vice-President At-Large, established their Teamster support network, securing pledges to honor Local 399 and Local 817 picket lines if negotiations broke down and his members were forced to strike.

**"RIGHT NOW, A PRODUCER OR STUDIO CAN
ARBITRARILY WITHHOLD PAYMENT FROM US.
WE WANT TO CHANGE THAT AND THAT'S WHY WE WANT
TO BECOME TEAMSTERS."**

—Gary Zuckerbrod, Hollywood Casting Director



On February 1, O'Donnell, Reed and AMPTP officials negotiated. After a strenuous day of give-and-take, a settlement was reached.

The casting directors and associates will declare their intentions in a National Labor Relations

Board-sanctioned election. "I was worried we weren't going to make it, but the Teamsters came through," said casting director Cindy Tolan.

At a meeting of 400-plus casting directors the evening following the negotiations, the audience responded with a lengthy standing ovation when informed of the settlement and that there would be no strike.

"The casting directors saw what the Teamsters would give up for them and they appreciate that," said Steve Dayan, a Local 399 business agent who worked the past three years to bring the casting directors into the union. "It's a pretty powerful idea that people they don't personally know would walk off the job for them."

Taking

Whether it's the hot and muggy summers or the icy, sub-zero winters, every minute waste haulers are exposed to the elements while doing their job affects their health. And that's not counting what's in the bags of refuse they handle on a daily basis.

So it's no surprise that when Waste Management told its Teamster employees in New Jersey that they wanted to cut their health care and other benefits, workers were enraged. And that's when the members said enough is enough.

With the help of a dedicated Strike Fund, members of Local 701 in North Brunswick, New Jersey took to the streets and made it known to the public and to management that they didn't like how they were being treated—and they won.

On February 25, nearly 200 Waste Management workers with Local 701 ended their seven-week strike after ratifying a new five-year contract.

"Our members will now be part of a defined benefit pension plan in which they are immediately vested," said Ernie Soehl, President of Local 701. "The new contract also corrects inequities in wages that we had in certain job classifications."

A Strong Strike Fund

A huge catalyst in winning the strike was the presence of the Teamsters Strike Fund. A dedicated Strike and Defense Fund was created as a result of the 2002 Special Con-



Out The Trash

New Jersey Waste Haulers Win Strike, Credit Strike Fund

vention and, as a result, member benefits increased from \$55 per week to 10 times the hourly rate per week. As of January 2005, the Strike Fund's balance was in excess of \$20 million.

"Our members stood together against one of the nation's largest employers—and we salute them," said Jim Hoffa, Teamsters General President. "This is prime example of how our Strike Fund is an extremely useful tool when negotiating, and for our members when they are on strike."

"Basically, without a strike fund, you don't get paid when you're on strike. Nobody can afford to just not get paid," Soehl said. "Although it was tough for members to be out on strike, we really appreciated the help of the Teamster Strike Fund. The assistance from the Strike Fund is one of the best tools we have as Teamsters—it's a big, big plus."

Many Improvements

The strike that began on January 10 affected trash pickup in Hamilton Township, Hopewell Borough, Lawrence Township, Princeton Borough and Washington Township. Recycling pickup in Trenton

and East Windsor was also affected.

Early in the strike, scabs struggled to keep up with uncollected trash but couldn't keep pace with what the Teamsters had been doing. In some areas, trash piled up for days. In the end, Waste Management came back to the table with enough incentives for the contract to pass by a 2-1 margin.

The contract features many improvements over the old one, including an improved defined benefit pension plan. Additionally, the new contract corrects pay inequities for workers who throw trash bags

onto trucks, residential truck drivers and roll-off drivers. By the end of the fourth year, all of the employees in the same job classification will be paid the same rate.

"Getting the equalization of wages in each classification was important for us to get at the negotiating table," said Bob Castellano, the Local 701 business agent for the striking workers. "The other benefits we got were important as well. We got management to maintain the co-pays in their medical premiums and to enroll all the workers in their pension plan with immediate vesting rights."



Helping Out

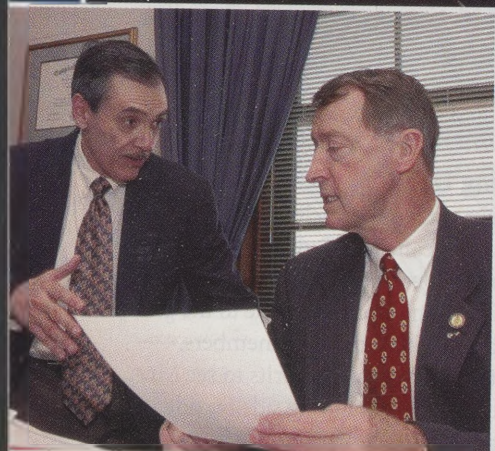
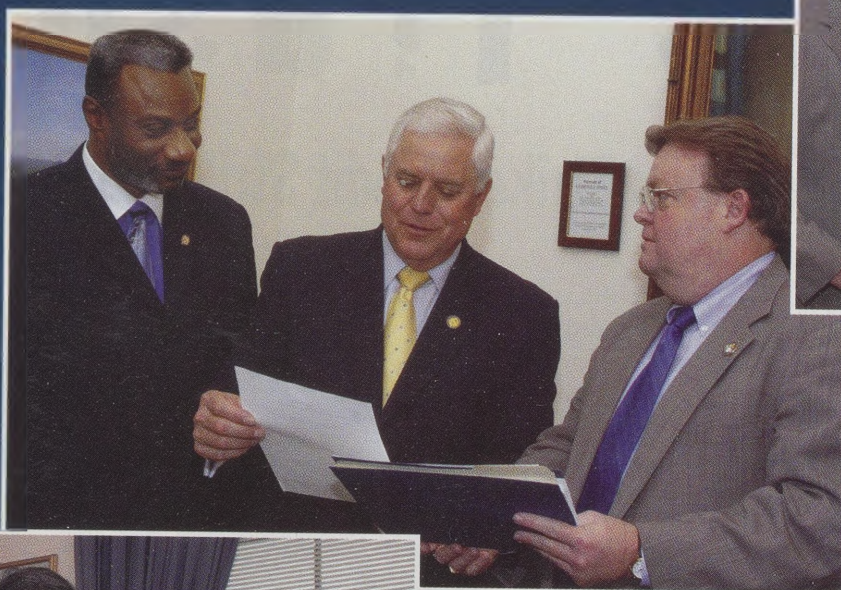
Another person who helped out during the strike was Teamsters General Secretary-Treasurer Tom Keegel. He attended a rally for the striking workers, spoke to the group and talked with individual members.

"It lifted everyone's spirits to see Mr. Keegel out there standing side by side with us," said James Armstrong, a Waste Management employee. "It showed that the Teamsters Union was looking out for us. It made us feel better about being on the strike line."

Armstrong said that while Keegel provided a boost in spirits, Local 701 provided real leadership during the strike.

"The local was great," he said. "Not only Ernie but Bob (Castellano). He was with us every step of the way. Some of the benefits our negotiating team got for us are going to make a lot of people happy—including me."





Teamsters Lobby Congress to Protect Pensions

Clockwise from top left:

- Local 667 President Henry Perry Jr., Rep. Lincoln Davis (D-TN), Joint Council 87 Secretary-Treasurer W.C. Smith.
- Local Union 89 President Fred Zuckerman, Rep. Ben Chandler (D-KY), Joint Council 94 President Jerry Vincent .
- Ted Bilski and Carl Vonash of Teamsters Local 142 and Rep. Peter Visclosky (D-IN)
- International Vice President Jack Cipriani and Rep. Bob Etheridge (D-NC).

THE ASSAULT ON PENSIONS

RETIREMENT SECURITY IN AMERICA IS UNDER ATTACK. For generations, Americans have relied on a combination of personal savings, Social Security and pensions for their retirement incomes. These three sources make up the three-legged stool of retirement security. If you take away any one of the legs, the stool collapses. Economic and political forces are currently sawing away all three legs at once.

The combination of stagnating wages and rising costs are making personal savings a thing of the past. More than half of all employees now live from paycheck to paycheck, according to a survey by MetLife. The figure goes up to 87 percent for those earning less than \$30,000 a year. Only 17 percent of workers put aside savings for retirement in 2004, according to a recent CBS/*New York Times* poll.

Many working families have increased their credit card spending or taken advantage of exceptionally low interest rates to pull cash out of their homes. Total consumer credit outstanding is 30 percent higher than in 1998. It is now over \$2 trillion—a record—or about \$19,000 per household, excluding home mortgages. Including them adds another \$7 trillion, or \$66,500 per household. With the Federal Reserve beginning to raise interest rates, many families are headed for bankruptcy.

Now Big Business is sawing away at the second leg—Social Security. They have created a “crisis” as a reason to privatize Social Security. This will reduce benefits

for retirees, increase the national debt by trillions of dollars and make billions for Wall Street firms.

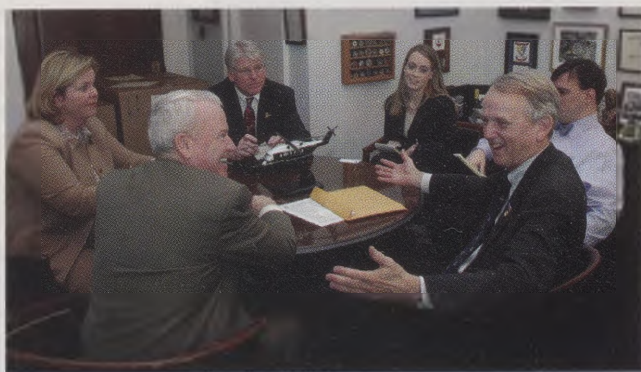
Unlike this fabricated Social Security crisis, pensions—the third leg of the stool—really are under siege. Today, the majority of Americans don’t even have a pension. Only 44 percent are covered by an employer-sponsored pension. The rest, over 70 million, rely completely on their savings and Social Security checks for their retirement income, according to the U.S. Department of Labor.

Thanks to collective bargaining agreements, Teamsters face much more secure retirements than nonunion workers. Fund trustees on both the union and employer side are working hard to make sure that the funds survive the national crisis. They are doing their best to maintain benefit levels in an increasingly difficult environment. That is why the Teamsters Union is calling on Congress to provide legislative relief to pension funds.

Defined Benefit Plans Declining

Employer-sponsored pensions can be defined benefit or defined contribution plans. Those fortunate enough to be covered by a defined benefit plan have a more

Teamsters Fight for Pension Protection



Local 25 Trustee Colleen Brady, Joint Council 10 Secretary-Treasurer David Laughton, BLET Representative John Tolman and Rep. Rob Simmons (R-CT).

certain future. Defined benefit plans guarantee a monthly payment based on the worker’s age, years of service and earnings. Most Teamsters have defined benefit pensions.

Defined contribution plans, like 401(k)s, place the responsibility and the risk on the individual investor. Not surprisingly, employers that offer pensions are moving more and more to defined contribution plans. There were 314,592 defined contribution plans in 1978. Today, that number has gone up over two-and-a-half times to 840,301, according to the Employee Benefit Research Institute and

Retirement Security and Teamster Pensions

- **59 percent** expect that they will be able to make ends meet during retirement through a combination of their pension, 401(k), savings and Social Security
- **80 percent** think that their pension will be as good or better than those of their nonunion friends

The Assault on Pensions

- **84 percent** are more concerned today about their pension benefits than they were five years ago
- **19 percent** blame general economic conditions; 18 percent blame big corporations and 17 percent blame politicians in Washington for problems facing pensions today
- **64 percent** say that Congress and the President are not providing the necessary help that pension plans need

Social Security

- **72 percent** say that President Bush's Social Security plan will cause benefit cuts
- **78 percent** say that Wall Street investment firms will be the big winners if President Bush's Social Security plan goes through
- **70 percent** favor repealing the Bush tax cut for the wealthiest and investing that revenue to fix Social Security

According to the results of a recent poll of 800 Teamster members across the country.

Pension Power Under Attack

Union pension funds are using their power as institutional investors to bring about corporate reforms. The funds control sizable blocks of stock. This means they can wield power in the boardroom. This power has been used to curtail union-busting policies, to foster better labor relations and to get employees better treatment on the job. The funds have also used their leverage to get companies to stop polluting the environment. In the wake

of the Bureau of Labor Statistics.

The opposite trend is true for defined benefit plans. In 1978, there were more than 128,000 defined benefit plans that covered 41 percent of the workforce. Today, there are only 26,000 such plans and they cover only 21 percent of the workforce.

Defined benefit plans, while more stable than defined contribution plans, have also been hit by the so-called perfect storm of stock market declines, falling interest rates and changing demographics, leaving many of them underfunded. A large percentage of the workers in these plans are union members.

Pension Rules Need to be Fixed

While the stock market is beginning to rebound, pension rules require the funds to maintain certain levels today in order to meet future obligations. These funding requirements use interest rates to determine how much is needed today. As a result of the low interest rates and stock market declines of 2000 to 2002, many funds are facing funding problems. That is why the Teamsters Union and other groups are calling for Congress to provide relief to multi-employer pension funds. The relief would give the funds the

breathing room they need.

Failure to provide relief could force plans to collapse. When a plan fails, the Pension Benefit Guaranty Corporation (PBGC) takes over the insolvent fund and assumes financial responsibility for paying retiree pensions, most often at a reduced level. Currently, the PBGC provides insurance for the 44 million American workers in the 26,000 remaining private defined benefit pension plans.

Moreover, with so many plans having trouble, the PBGC has been forced to run a deficit. There are now a record number of underfunded pension plans. In 2000, the PBGC was 23 percent overfunded. Not anymore. The PBGC's deficit reached \$23.3 billion in 2004 for defined benefit plans.

Inaction in Washington

Earlier this year, the administration proposed increasing the premiums that PBGC-covered employers pay to bolster the agency. Unfortunately, this doesn't address the systemic problems, hurts employers and does not provide enough real help to the PBGC to bail it out anyway.

Last year, Congress stepped into the pension crisis last year and passed legisla-

➤ ➤ ➤ ➤ Union power comes from the solidarity of union members. For decades, union members have stood together to fight for better wages, benefits and working conditions. They have also fought to create a better society for all. Unions have been instrumental in the civil rights movement, the fight for equal rights for women, child labor laws and environmental protections.

Today, union pension funds are using that same power of solidarity to fight for change in corporate America.

of the scandals at Enron (which cost public pensions \$300 billion), WorldCom, Marsh & McLennan and others, union pension funds are leading the fight for corporate accountability.

"The Terminator"

Just as union pension funds are starting to make an impact, some corporate leaders and their allies in Congress are working hard to take away that power. Governor Arnold Schwarzenegger is attacking California's public sector workers for that very reason. The California Public Employee Retirement System (CalPERS) is the largest union pension fund in the country and is well known for its stockholder activism. The CalPERS president was recently ousted for his activism, and Schwarzenegger suggested converting public sector defined benefit pensions into 401(k) plans.

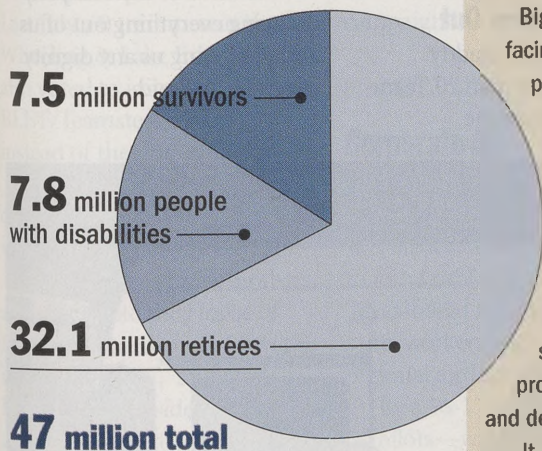
Replacing defined benefit pensions with 401(k) accounts takes away union power. If everyone has their own individual account, the group purchasing power of union benefit funds will disappear.

Just as workers are gaining the power to fix problems in corporate America from the top, this attack on pensions is working to take the legs out from under the union pension funds.

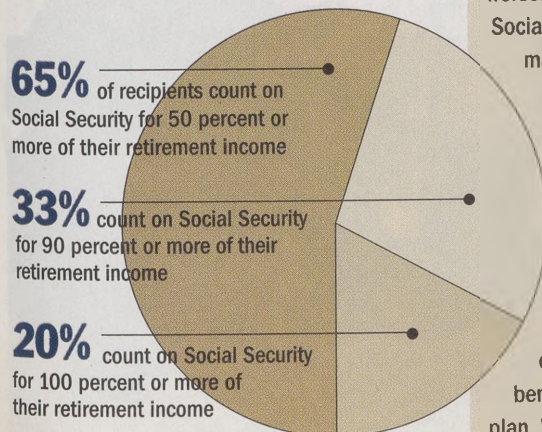
tion that provided some relief to single-employer pension plans. Unfortunately, the legislation provided no help to multi-employer plans. Moreover, the relief was only temporary; a two-year band-aid. Congress will need to act again. Hopefully, it will find a long-term solution this time around.

Pensions are supposed to provide retirement security. They are part of the social contract. You participate in the workforce and, based on that participation, money that workers set aside provides income during their retirement. Today, thanks to a variety of factors, the social contract is being torn up and American workers are being left trying to find ways to pay the rent, buy food and be able to afford medical care during their "golden" years.

Who does Social Security help?



How important is Social Security?



Source: Social Security Administration

➤➤➤➤ Any so-called "fix" to Social Security that doesn't address the problems facing the program will make them worse—and make retirement unaffordable for many retirees.

Social Security is a program that provides guaranteed income to retirees, family members of workers who die and people with disabilities. Currently, it helps more than 47 million people each year.

The program was started in 1935 by President Franklin Delano Roosevelt as a response to the stock market crash of 1929 that led to the Great Depression. The crash forced 50 percent of the elderly into poverty. FDR created Social Security to provide retirees with a defined benefit to keep them out of poverty.

Futures at Risk

Why would anyone want to reverse the entire program and have Americans risk the security of their retirements in the volatile stock market?

Big Business says that Social Security is facing a crisis and will soon be unable to pay out benefits. Economists disagree. They say that the program will continue to run a surplus until 2018 and will be able to meet its obligations until at least 2042. If no changes are made, the program will still be able to pay out 70 percent of its promised benefits after 2042. With some small adjustments, however, the program will remain healthy for decades and decades.

It is also interesting that privatization plans do nothing to address this so-called crisis. In fact, private accounts will make it worse. These accounts will pull money out of Social Security as people invest in the stock market. In the short-term, that withdrawal will actually make the funding problem worse and will saddle future generations with \$4.9 trillion in debt in the first 20 years alone.

Benefits Will Drop

And then there is the effects on retirement income. Privatization will change Social Security from a defined benefit plan to a defined contribution plan. Workers will have no idea of what

they're monthly benefits will be under the proposal.

But there is one thing that will be certain: monthly benefits will go down. The average worker will lose out on \$152,000 over a 20-year retirement, according to the Center for Economic Policy Research. The government will take away 70 cents in benefits on every dollar in a private account—after reducing benefits by 40 percent to start with.

According to calculations by Sen. Chuck Schumer (D-NY), workers born in 1967 earning \$55,000 a year would get \$23,500 a year under the current system and only \$18,899 under the Bush plan; a 23-year-old earning \$24,000 would get \$16,581 under Social Security and \$11,211 under the Bush proposal. (Visit www.schumer.senate.gov to use his pension calculator.)

The Myths of Social Security Reform

Wall Street Boondoggle

Social Security has been very successful at reducing the poverty rate among the elderly. By 1960, the rate was down from 50 percent to 35 percent. Today, the rate has dropped to 10 percent. The reduction in benefits will reverse this trend and make worse the problem that Social Security was created to fix.

Privatization advocates say that their program will be an improvement because benefits can be passed on to the next generation. What they don't say is that because of the reductions in benefits under their plan, there will likely be nothing left to pass on anyway.

Where is all the money going? Start by looking at the Wall Street firms that are administering the accounts. The firms that Bush and Congress select to control the accounts stand to make billions. For starters, they will charge administrative fees of 12 to 14 percent. Today, administrative costs are less than one cent per dollar paid out.

Social Security does have its problems, but some relatively minor changes can solidify the system. Repealing just one percent of Bush's tax breaks for the wealthy would allow the program to provide guaranteed monthly benefits for generations of retirees.

Chipping In

Teamsters Rally for Potato Chip Drivers

When Patrick Maddy, a Chicago-area driver for Jay's Potato Chips, saw Teamsters rallying outside the plant in support of him and other Jay's drivers recently, it gave the weary Maddy a major boost.

"It made me feel great because I knew we weren't by ourselves," said Maddy, who along with 40 other drivers recently voted to become Teamsters. "Management tried to block us from talking to the Teamsters. When I was done with my shift, I stood out in the cold with those guys."

Maddy is weary because he often works 60 hours per week. He works on a straight commission so those extra hours don't pay overtime, and that also means being away from his family. Maddy would like to see a system where the drivers get a base pay, commission and a sliding overtime scale similar to Frito-Lay drivers.

'Worked to Death'

"I joined the Teamsters because I don't want to be worked to death," said Maddy, who has worked at Jay's for three years. "The Teamsters are

my salvation. They are the light at the end of the tunnel."

The Jay's Potato Chips workers in South Holland, Illinois now belong to Local 734 in Chicago.

"This election shows that the Jay's Potato Chips workers want a strong voice in the workplace," said Brian Meidel, Local 734's President.

Health care is a primary concern for the Jay's drivers. "Joining the Teamsters Union puts these drivers on track for the affordable health care coverage they are seeking," said Scott Kunz, a Local 734 business agent.

Teamsters Turn Out

During the rally Maddy attended, more than 20 Teamsters from across the

Chicagoland area gathered to support the workers. A Teamster tractor-trailer rig was also parked nearby. The organizing committee listened to workers' concerns, educating them on the benefits of union membership and developing strategies to bring needed changes to the workplace.

"The rally was a very important event because we were trying to move the organizing process forward and show a united front to Jay's management," Meidel said.

Maddy is looking forward to working under a Teamster contract.

"I'm tired of the company dragging everything out of us and not giving us any dignity in return," he said



BLET

N.E. Central Railroad

Train and engine workers at the New England Central Railroad (NECR) selected the Brotherhood of Locomotive Engineers and Trainmen (BLET)/Teamsters as their designated collective bargaining representative.

The shortline organizing victory marks the second time in recent months that operating employees have voted in favor of superior representation from the AFL-CIO-affiliated BLET/Teamsters Union instead of the non-affiliated United Transportation Union. Last July, 60 trainmen at the Wheeling & Lake Erie Railway also voted to join the BLET/Teamsters Union instead of the non-affiliate.

It was the BLET's 11th successful shortline organizing victory in the past three years.

"I welcome our new brothers and sisters into the House of Labor and thank them for voting for the BLET," said Don Hahs, BLET President. "We will now begin the process of negotiating a new contract to improve the wages, benefits and standard of living for these workers."

LOCALS 332, 339

Richfield Management

Workers at Richfield Management LLC, a Michigan solid waste hauling company, voted by more than a 2-1 margin to join Locals 332 and 339.

The drivers, loaders, jumpers and shop mechanics at the company's three locations voted 49-23 to join the Teamsters. There are a total of 82

workers at the three locations.

Workers are seeking respect and fair treatment at work, more affordable health insurance coverage and competitive pay, said Marian Novak, an organizer with Joint Council 43 in Detroit.

Workers at Richfield's Bad Axe and Port Huron centers will become members of Local 339 in Port Huron, while workers at the Flint center will join Local 332 in Flint. Novak assisted Local 339 President Ron Hreha and Local 339 Business Agent Dale Taylor, as well as Local 332 Business Agent Rick Hodgeson, with the 2.5-month organizing campaign.

LOCAL 747

Corporate Air

Pilots at Corporate Air, based in Smyrna, Tennessee, resoundingly voted to join Local 747, the Houston, Texas-based local that represents workers from several regional airlines.

By a 36-17 tally, the nearly 70 pilots—who are based near St. Louis and Nashville, Tennessee—voted in favor of Teamster representation. The quest for unity, job security and a stronger voice in the workplace were the major issues of the campaign.

"We were looking for a union to bring us together," said Corporate Air pilot John Stevens. "Lots of our friends who are pilots at Chautauqua Airlines, an airline that's similar to Corporate Air, spoke highly of their representation by the Teamsters Union. That made it easier for us to select the Teamsters."

LOCAL 299

Cordin Transport

Workers at Cordin Transport in Dearborn, Michigan, a carhaul company, have voted to join Local 299 in Detroit.

The workers, who voted 7-1 to join the Teamsters, are concerned about fair wages and benefits.

"Organizing is our top priority here at Local 299. During 2004—my first year in office—we organized 350 members, and this is a great way to start the new year," said Kevin Moore, Local 299 President. "I am committed to growing our membership."

LOCAL 728

BFI/Allied Waste

Sixteen workers at BFI/Allied Waste transfer stations in Marble Mill, Smyrna and East Point, Georgia unanimously voted to form a union with Local 728 in Atlanta.

"I know that voting for the Teamsters will bring us a loud voice on the job. Our employer hears us now," said Carolyn Lovett, a scale house worker in Marble Mill.

"I voted for the Teamsters because I need job security for my family," said Michael Samuels, a loader at Marble Mill.

The Atlanta-area workers join more than 1,275 BFI/Allied Waste workers across the country who have voted for Teamster representation. As a result of a campaign that has been in progress since last year, there are now 500 Teamsters at BFI/Allied Waste facilities in Alabama, Florida and Georgia.

LOCAL 991

BFI/Allied Waste

Ten workers at an Allied Waste/BFI landfill in Timberlands, Alabama voted by a majority to form a union with Local 991 in Mobile.

"This is a great victory. As Teamster members, we can finally get the dignity and respect we deserve," said Lavon "Rooster" Lindsey, an equipment operator.

Workers at these facilities want improvements in their wage scales, job rules and in workplace safety.

LOCAL 727

Doubletree Guest Suites

Bellpersons and doorpersons at downtown Chicago's Doubletree Guest Suites now have a stronger voice after voting to join Local 727 in Chicago.

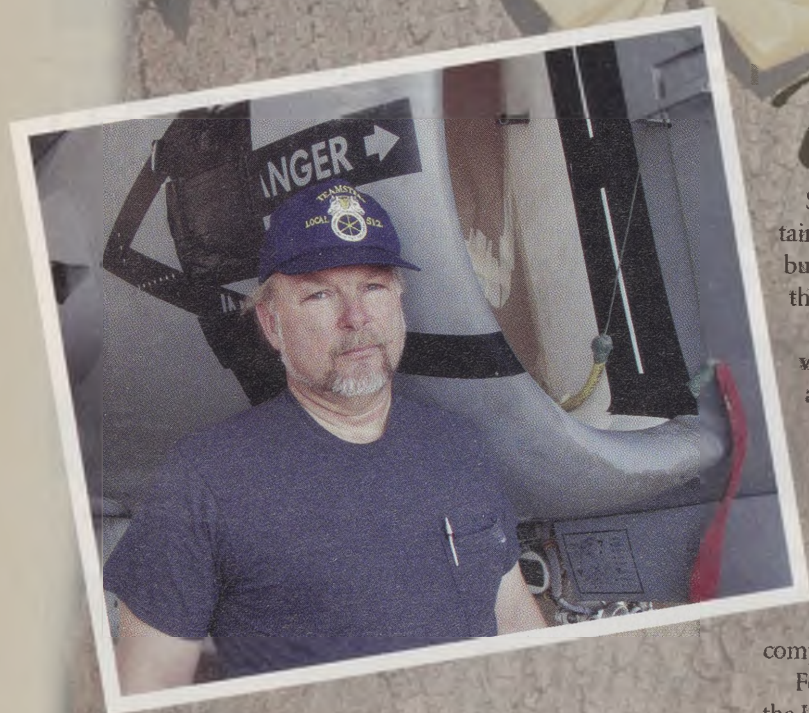
The seven workers voted 2-1 in favor of Teamster representation.

After influence from the company, the workers decertified the Teamsters Union in 2002. After nearly two years without union representation, the workers contacted Local 727 to rejoin the union.

"The workers were subjected to a complete imbalance of power once the Teamsters did not represent them," said Ben Affetto, a Local 727 organizer. "When that happened, the workers felt that they needed to have a stronger voice where they work."

Coming

Teamsters Protect Seniority, Employment Rights of Returning Soldiers



When Paul Engel returns from serving in the Army in Iraq, he knows what will be waiting for him at work: his job, seniority, benefits and, most important, his Teamster contract.

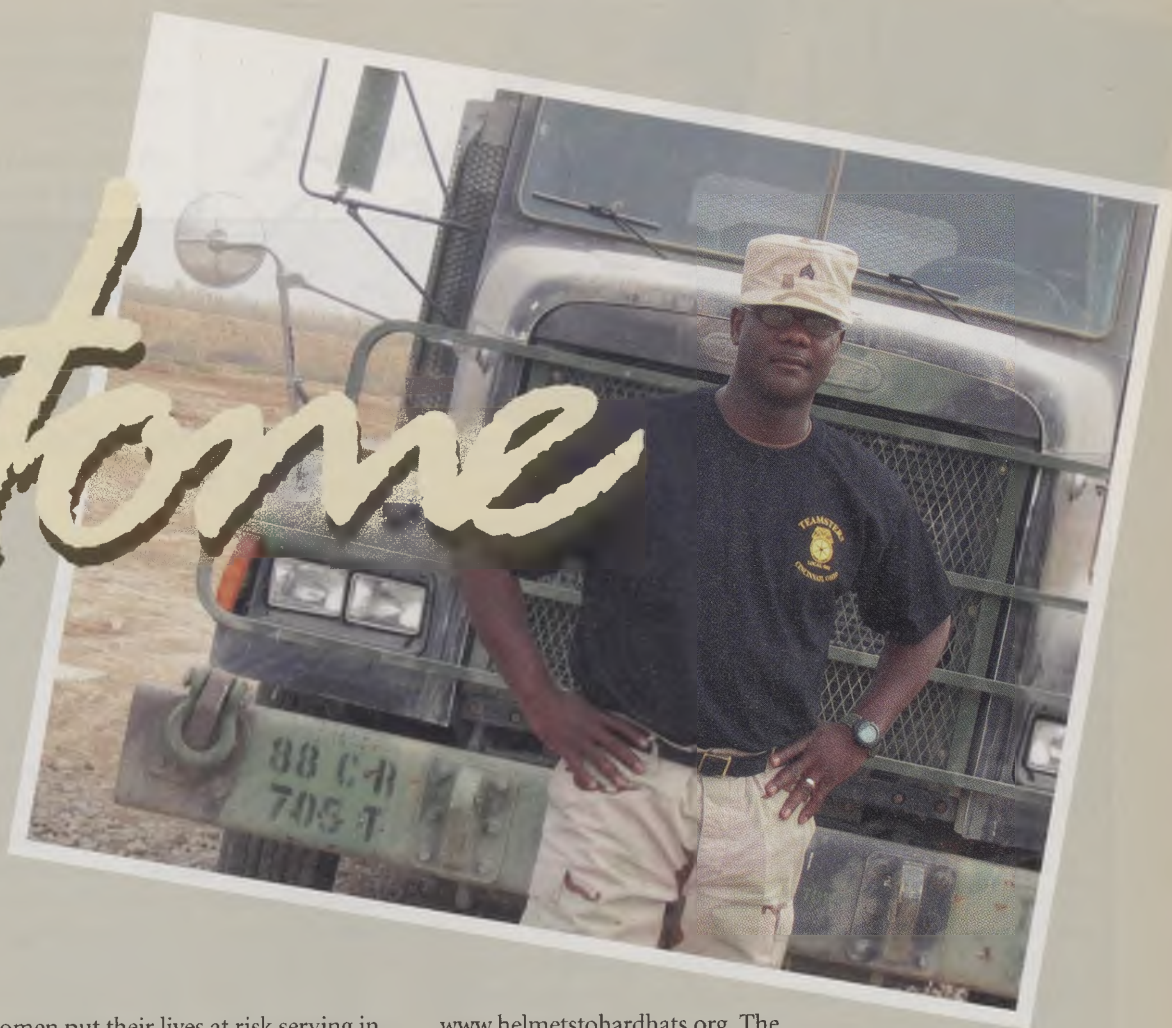
Soldiers returning from the armed services overseas have certain rights that protect them when they go back to their old job, but only union contracts can guarantee certain things upon their return.

"When I get back home, I'll be able to keep my seniority with my peers in construction," Engel said. "The local has always supported me every time I have had to go away with the Army. No company I have ever worked for has given me a hard time about going away like this because of the contracts the Teamsters have won for us."

First Lt. Paul Engel has been a Teamster for 11 years and worked for many different union companies. He worked for UPS as a casual driver for three years and, before he was deployed, he was a shop steward at a construction company. Engel is a member of Local 294 in Albany, New York.

For the Army, he is a UH-60 Blackhawk helicopter pilot who is the Headquarters Company Commander for the 42nd Aviation Brigade out of New York. Engel was placed on active duty in May 2004 and landed in Iraq in January after training at Fort Dix in New Jersey.

Home



"American men and women put their lives at risk serving in the armed forces, whether they enlist or are called up through the National Guard," said Jim Hoffa, Teamsters General President. "When they return to the country, they should be able to go back to work with all the same benefits as when they left. That's why Teamster contracts are so valuable to many of these men and women. It protects their job and their seniority."

Helmets to Hardhats

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) is the law protecting men and women serving overseas. It protects the service member's right to obtain post-service civilian employment, or return to pre-service employment, without paying any penalty for time in the military.

But the law doesn't protect seniority. The Teamsters do. Another important way the Teamsters are helping is by participating in a program called Helmets to Hardhats. This is an organization that eases the passage from military life back to civilian life and provides the best career opportunities to those working in the building and construction trades.

Helmets to Hardhats collects information about the best career opportunities in those fields and provides former military personnel with that information. Candidates can access information about those careers or apprenticeships at their web site at

www.helmetstohardhats.org. The organization has already helped countless military personnel transition to union jobs.

"When I was getting ready to leave Iraq, I just wanted to find a good job that would enable me to support my family," said Brian Vitale. He was with the Army in the Middle East before moving back Idaho. When he got back he heard about Helmets to Hardhats and the service they provided to veterans. It wasn't long before he had a union job and was a member of Local 670 in Boise, Idaho.

"As a Teamster now, I receive excellent medical benefits, great employee representation and excellent pay," he said. "I am very happy that I was able to find such a great career with the help of Helmets to Hardhats and the Teamsters Union. It is nice to know that unions look out for working Americans like myself that have served our country."

No Seniority Loss

Some Teamsters who have already returned from active duty in Iraq have seen firsthand the benefits of a Teamster contract after being stationed overseas. Sgt. Anthony Floyd, a Teamster from Local 661 in Cincinnati, returned from active duty last year.

"I didn't have any trouble getting back to work or getting my seniority back," Floyd said. "In fact, on my first day back, every-



Santa Is A Teamster

Retirees Give Gifts to Children of Deployed Troops

It started out as a simple wish by some retired Teamsters to send a Christmas tree to soldiers deployed in Iraq. It turned into much more. Les Lippencott, 70, President of the Retired Teamsters of New Jersey, was at a dental office when he started talking to a nurse working there.

"She looked kind of sad and told me her husband was in Iraq. It hit me like a ton of bricks," he said. "I asked what the Teamsters could do for her."

It hit so close to home for Lippencott because he not only fought in Korea but he was with the National Guard for 23 years. He knows what it's like to be deployed overseas and he knows what it's like to be away from family during the holidays.

Lippencott asked her for the name of her husband, the information about where in the country he was deployed and what he might need in Iraq that the Teamsters could get for him.

"She said, 'He needs a Christmas tree.' I said, 'Uh oh,'" Lippencott said.

Community Service

The Retired Teamsters of New Jersey has a long history of community service, so the members contributed to the cause when Lippencott told them about the soldier needing a Christmas tree. It didn't take long for him to raise \$220 for it.

"We went to a vendor that one of our Teamster drivers goes to who manufactures artificial Christmas trees that are already decorated," he said. "The trees are about \$270 and I was going to cover the difference. Well, once he found out what it was for he said it was on him. So now what do we do with this money we raised?"

He went to the National Guard Armory in his area and told them the situation, then asked for the names of some families who had parents deployed to Iraq. The armory gave him the names and ages of children who had parents over there and Lippencott

and other members of the retired Teamsters club went shopping for Christmas gifts for them. The tree was sent to the troops through the Teaneck Armory, the home of the Army National Guard's 50th Main Support Battalion.

Delivering Joy

Along with Peter Mancuso, 71, the Vice President of the club, Lippencott donned a Santa suit and delivered the gifts to kids ranging in age from 8 months to 4 years old in Bergen and Passaic counties.

"This was just a chance to show that the Teamsters are good people and we know what family support is about," Lippencott said. "I'll tell you, money could not pay for the feeling you get when you do this. It's the most amazing thing."

As a Teamster, Lippencott was a driver for Wilson Freight for 30 years. He was one of the youngest to retire, he said, because of his Teamster pension.

"You can retire from your job but your heart and soul always stay with the Teamsters," he said.



one was happy to see me. They had a 'Sgt. Floyd Day' dedicated to my safe return and gave me a luncheon and presented me with a plaque."

Floyd was in Iraq for 13 months with the 705th Transportation Company and was stationed in Balad, about 50 miles north of Baghdad. His unit hauled jet fuel in a convoy and delivered it wherever it was needed—including many dangerous areas. Floyd said that during his time in Iraq, his convoy was ambushed 38 times.

"While Sgt. Floyd was in Iraq, his Teamster buddies at Zenith Logistics in Cincinnati collected money and put together care packages for him with various things he needed," said Dan Kindle, Vice President of Local 661. "They're all relieved he's returned safely and we're all proud of him here at the local. He's a great guy, a hard worker and a proud Teamster."

Other Teamsters in Iraq

Some members in Iraq are not serving in the armed services but are there for their Teamster jobs. Jack V. Pihl is a member of Local 512 as a mechanic for the Naval Air Depot (NADEP) in Jacksonville, Florida.

"Pihl is there working on Navy jets," said Mark Andrews, Recording Secretary for Local 512 in Jacksonville and business agent for the NADEP Teamsters. "We're all very proud of the work he's doing over there."

There are 120 different occupations for Teamsters at NADEP—most of them are different types of aircraft mechanics or sheet metal mechanics, though there are dozens of other classifications.

Often, these Teamsters have to travel to other parts of the world to repair Navy aircraft and Pihl happens to be one of those right now, working side by side with his Teamster brothers and sisters serving in the armed forces.

"As a Teamster, a lot of the time there is an 'us against them' situation with management on the job," Engel said. "Here, as a commissioned officer, I am 'them.' I have 105 people under me. Since I have dealt with hostile employers in the past, I know how an employer should treat their charges. I credit the good working relationship I have with my soldiers to my experiences with the Teamsters Union."

Lending A Hand

Locals do Their Part for the Troops

Roy Gillespie of Local 600 in St. Louis was listening to a local radio talk show when a woman called in to talk about her son.

He was in the Army and stationed in the Middle East and she talked about what the troops there needed and she and the talk show host bemoaned that they didn't know how to get it done. So Gillespie called in.

"I told them I was a Human Rights Commissioner with the Teamsters Union and said we can get a drive organized and moved overseas," he said. "The broadcast was on a Thursday. One week later, we were doing a live broadcast and people were contributing."

Gillespie, the Teamsters and the radio station, KMOX, started out with a goal of raising money and supplies. They got more than 43 tons of material then raised more than \$50,000 for more supplies and for shipping the goods.

Dan McKay, President of Local 600 and Joint Council 13, was instrumental in rounding up supplies and support for the endeavor, as was Fred Gegare, International Vice President and Secretary-Treasurer of Local 75 in Green Bay, Wisconsin.

Gillespie's local is one of many that have done good deeds for the troops overseas.

Other Locals

Rick Thompson, Secretary-Treasurer of Local 325 in Rockford, Illinois, got his local involved with a group called Freedom Packages, a group of volunteers that collect and send care packages to troops in the Middle East. To date, they have shipped approximately 1,000 cases of packages overseas.

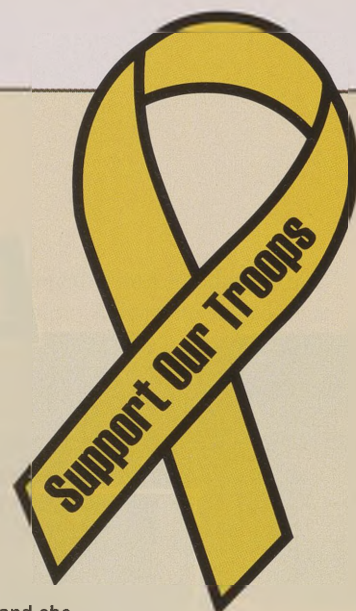
At Local 251 in Providence, Rhode Island, members of the community donated shaving cream, razors, socks and other personal items. The local's members and other volunteers then prepared about 2,000 individual boxes for members of the Rhode Island National Guard serving in the Gulf.

"We filled three tractor trailers," said Steve Labrie, a Local 251 business agent.

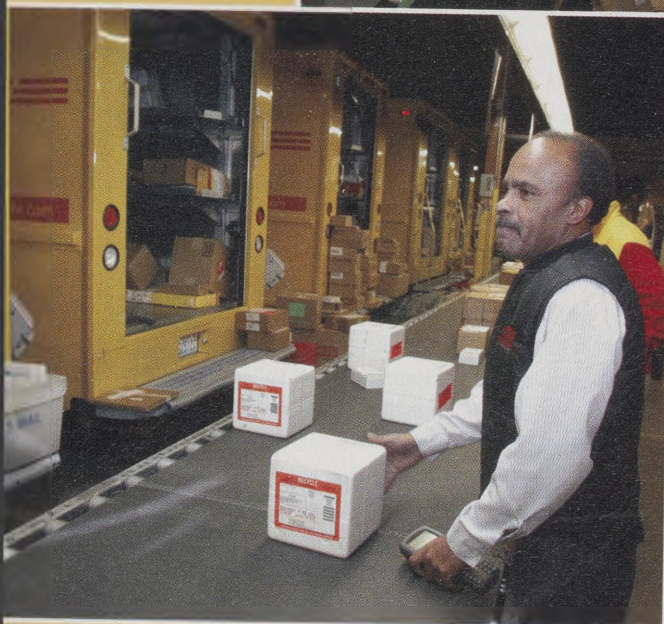
Members of Local 41 in Kansas City, Missouri have worked with the local and Yellow Transportation to collect and ship supplies overseas. Jeanne Ishikawa of Local 996 in Honolulu, Hawaii said her local helped put on a farewell luncheon for troops being deployed. More than 1,500 people attended.

Ishikawa said it's important for the union to participate in events like this because they are a part of the community. And in a community as small as theirs, everyone knows someone or is related to someone in the Hawaii Army National Guard, including many Teamsters.

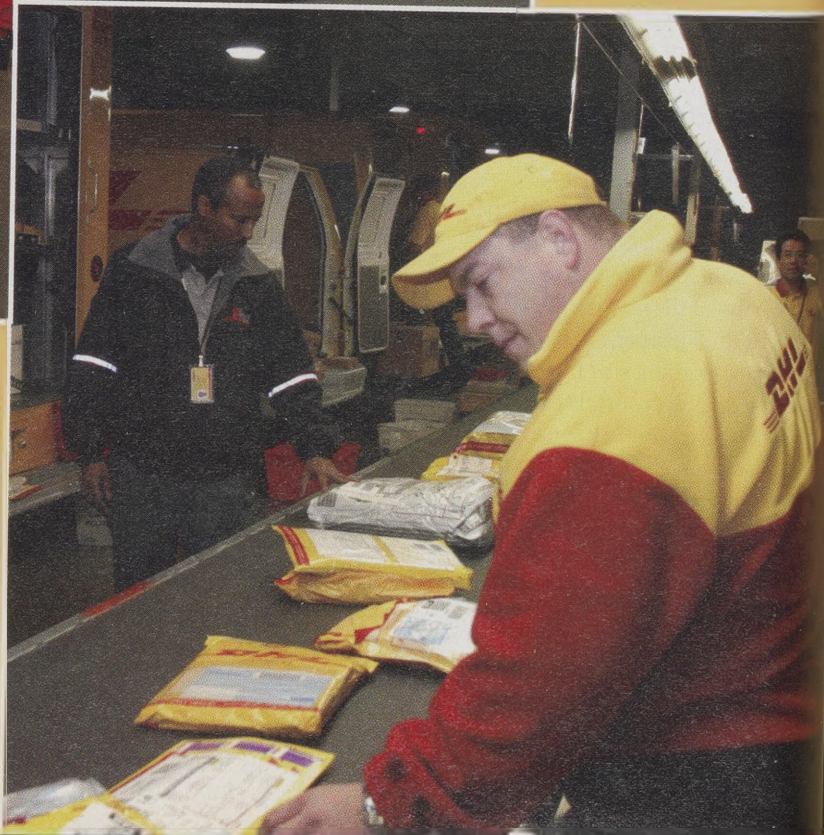
"This is what the Teamsters stand for," she said. "We treat people fairly and decently, whether it's people's wages or comforting those going off to war."



Delivering for **DHL**



**Union Seeks
UPS and Freight
Members'
Support in
Organizing
Campaign**



Orlando Diaz works hard delivering packages for DHL, but the company doesn't deliver for him.

For all his sweat and dedication, Diaz gets low wages and no health insurance.

Diaz, a native of Cuba, hopes to change that soon. Diaz and his coworkers at Clark, Inc., a DHL independent cartage contractor (ICC), voted recently to join Local 150 in Sacramento, California.

"Now we can speak as a group. I now feel I have a voice and I can talk to my boss without being afraid," Diaz said. "It's not only for me, it's for all of my coworkers. They were really afraid to speak out."

The workers' victory in Sacramento is just one example of the Teamsters' organizing success at the ICCs. As of early March, 950 workers at 36 ICCs had voted to join the Teamsters.

UPS Drivers Help

The campaign will soon be getting a boost. In the coming months, UPS and freight Teamsters will have the chance to play a critical role in helping to organize drivers at rival DHL.

Because UPS and freight drivers often cross paths with the DHL drivers, the union is asking for the Teamster drivers' help. The union is asking UPS and freight drivers who are on their breaks to stop and talk with the employees of the ICCs. UPS and freight drivers will ask DHL drivers to sign up for information about the union's organizing campaign.

"Our UPS and freight members can play a key role in the organizing campaign," said Ken Hall, Director of the Parcel and Small Package Division. "We have negotiated the best contracts in the industry at UPS, and we should spread the word to these underpaid, non-represented workers about the benefits of joining the Teamsters."

Some UPS members have already helped. Mary Anne Hicks, a UPS worker and member of Local 413 in Columbus,

Ohio, attended an organizer-training workshop recently. Later, Hicks visited the homes of DHL independent cartage contractors to talk about the Teamsters.

"I answered questions and addressed their concerns. I opened their eyes to the rights they would have as a union member," Hicks said.

Potential Members

Deutsche Post owns DHL and the German government is a majority owner. With 2002 revenues of \$47.3 billion, compared to \$31.3 billion for UPS, the company is spending more than \$1 billion to compete directly with UPS and FedEx in the United States.

"We want to give these DHL workers a strong voice," said Tyson Johnson, Director of the Teamsters Freight Division. "FedEx is nonunion and we don't want DHL to head in that direction. Having two of the three major package-delivery companies unionized will help our members at both companies and help us negotiate the strongest contracts."

The union estimates that upwards of 9,000 workers at the ICCs can be organized. In addition, the Teamsters represent more than 9,000 separate DHL workers who had worked at Airborne Express, which DHL bought in 2003. This number includes about 800 pilots employed by ABX Air throughout the United States, represented by Local 1224 in Wilmington, Ohio, and about 8,000 drivers, dockworkers and clerical workers under the National Master Freight Agreement (NMFA) and white paper contracts with Airborne Express.

'American Dream'

Diaz and other workers at the ICCs are happy to have a voice on the job.

"I'm living the American Dream," said Wayne Jackson, an employee of S Cargo, a DHL ICC in Corpus Christi, Texas, where workers voted last fall to join Local 657 in San Antonio. "The way to live the American dream is to stand up for your rights. Our Teamsters Union lets us do that by

coming together and standing as one."

Geronimo Ruiz Jr., an employee at JMK, Inc. in Laredo, Texas, agreed.

"I'm supporting our union because we need more respect and better treatment from management," Ruiz said. "We also need better pay, job security and benefits. These are things we would never get from management without the Teamsters."

Contract Ratified

Workers at North Coast Express, Inc., an ICC in the state of Washington, ratified a contract that provides wage increases and improved benefits across the board. The workers belong to Local 252 in Centralia and Local 58 in Vancouver.

The contract, which runs until April 2006, includes pay raises ranging from \$1.50 to \$2.50 per hour. It also includes full medical coverage, paid time off for jury duty, sick leave, vacations, funeral leave and six paid holidays—all firsts for the workers.

The contract also provides for pension contributions by the company, guaranteed work weeks, overtime after 40 hours worked, and an impartial procedure to address and settle workers' grievances with management. In addition, the contract has a card-check recognition procedure that will give workers at the company's third location an easier way to join the union.

A Huge Impact

One of the dozen or so recent victories at the ICCs included drivers at Service America Corp. who overwhelmingly voted to join Local 633 in Manchester, New Hampshire.

"Wages, accessibility to health care, job security and overall working conditions were the workers' big issues," said Kevin Foley, a Local 633 business agent. "The company was putting the shaft to these workers."

"UPS drivers at a nearby facility had a huge impact," Foley said. "UPS stewards and drivers encouraged these employees to join the Teamsters—our members are our best organizers."

"Much of last year's
surge in unionism can
be attributed to the
Teamsters' organizing
drive"

- THE DENVER POST

Recruiting In The Rockies

DENVER'S LOCAL 200
ORGANIZES HUNDREDS
OF NEW MEMBERS

In a few short years, Ron Hackett's family has turned into a Teamster stronghold. Hackett, four of his six children, his wife, nieces, nephews and cousins have all joined the union in Denver.

Hackett has been an electrician for the city of Denver for six years. Prior to that, he was a union member and a police officer in the city for 20 years, so he has perspective when it comes to the benefits of representation.

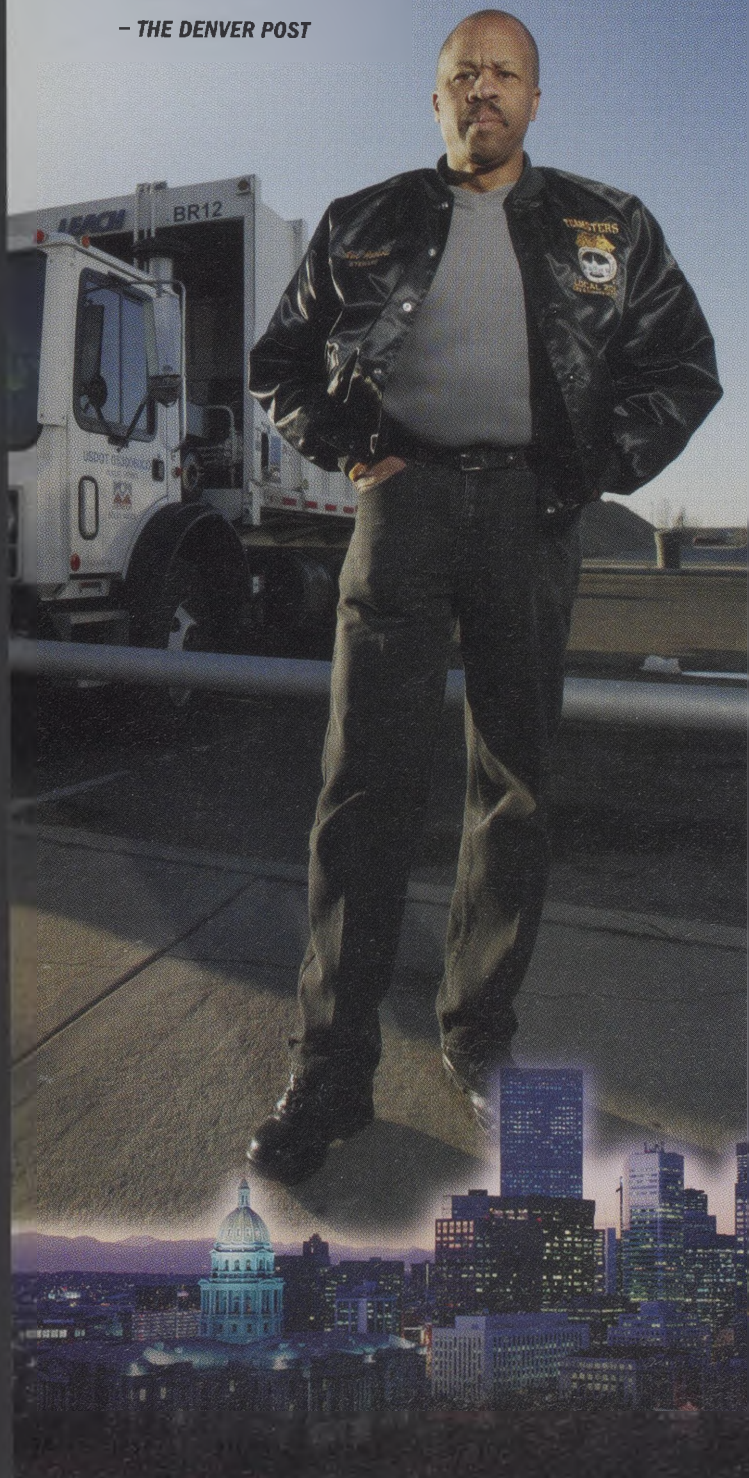
"One of the main reasons we wanted the Teamsters was because of their reputation," Hackett said. "I've got cousins that are truck drivers who belong to the Teamsters and they say nothing but good things. Also, I worked for UPS a long time ago and was a Teamster then and was always impressed with their work."

It all started in 2003 when the Denver city charter was changed giving elected leaders the power to set city workers' salaries. That's when the Teamsters Union stepped in and started organizing workers in the city and county of Denver. It didn't take long for a new local union to get a charter and Local 2004 was born. Since then, more than 750 workers have signed on to the local.

"What we truly want to get for these workers is a seat at the table," said Ed Bagwell, Trustee of Local 2004. "We have to be able to take control of their wages and benefits from the city council and the mayor and put it back in their hands."

Righting Wrongs

Right now, Local 2004 represents a diverse array of public services employees, including waste workers, electricians, mechanics, 911 dispatchers and even coroners.





"The workers approached the Teamsters because they wanted a union that can help right some wrongs," Bagwell said. "When control of their wages and benefits was taken away, they all realized how politically charged this was. The mayor will do what he thinks is best for the city and the employees are just an afterthought."

Bagwell said the public services workers in Denver wanted to put a system in place that would protect them and that they knew the only true system that works is collective bargaining.

There are approximately 8,000 city and county workers in Denver that can be organized and the Teamsters Union is working closely with AFSCME on the substantial undertaking.

"AFSCME and the Teamsters are fighting for these workers together," Bagwell said.

The short-term plan is to increase the membership to where they can force collective bargaining through a ballot initiative or through a city council ordinance that will allow for bargaining. The plan may take a few years but those who have joined the Teamsters in the meantime are patient.

Boosting Morale

"Morale among city workers has been low for a while," said Anna Valdez, a six-year city inspector in Denver who does zoning and housing inspections, among other things. "It's going to take time to build morale back up but people are happy with what the Teamsters are doing. We know it's going to take time but we're definitely getting stronger as a unit."

The Teamster name and the leadership of Local 2004 and Joint Council 3 in Denver have

also strengthened the resolve of the workers, Valdez said.

"Knowing that the International Brotherhood of Teamsters is behind this effort is always in the back of my mind—and my coworkers—and it's a powerful idea," she said.

The creation of a new local is no easy task but thanks to the perseverance of Bagwell, the Joint Council and the workers involved in the drive, everything is coming together.

City workers, local politicians and even the major metropolitan newspaper in Denver have acknowledged the hard work of the Teamsters. According to *The Denver Post*, "Much of last year's surge in unionism can be attributed to the Teamsters' organizing drive," the story said.

More Hurdles

"It has becoming apparent for a long time that if we don't organize and do something to help ourselves, we'll have no protection," said Harris Neil, a coroner's investigator who's been doing that job for eight years and has been with the city for 14. "With the Teamsters, we don't have to explain who we are to management. The city administration has taken them seriously from day one. People know who the Teamsters are and that they're there to protect us."

"It's all very exciting," Valdez said. "Many of us have been with this from the beginning and watching it all come together from scratch has been gratifying. I feel that I really have a stake in this and that we're accomplishing something."

As for Hackett, his whole family has a stake in the endeavor. He knows that not only is his livelihood at stake, but the livelihoods of his extended family are as well.

"We're a close family. Everybody understands what this fight is all about," he said. "We want there to be a stable place for our next generation to work. The Teamsters are accomplishing that."



REPORT 85 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: March 8, 2005

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eighty-fifth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including the Agreement obtained prior to IRB recommending charges and the status of pending charges about which we have previously informed you.

II. MEMBER ACTION PRIOR TO IRB PROPOSED CHARGES

During a review of IBT records the IRB learned that Carlow Scalf, a member of the IBT and the Executive Assistant to General President Hoffa, had forms on file which declared that he was a Michigan resident. As a Michigan resident he would be eligible for a housing allowance and expenses relating to his duties in the Washington, DC, office. Mr. Scalf stated to the IRB that he continued to vote, pay taxes, use a Michigan driver's license and a Michigan credit union account and, until September 2004, owned a motor home registered in Michigan. As such, he continued to believe he was entitled to the housing allowance and expenses.

Mr. Scalf separated from his wife in March 2001 and the divorce was final March 6, 2002. Two weeks before the divorce was final Mr. Scalf filed a quit claim deed giving the property in Michigan to his wife. A week before that he submitted an IBT "Data Change Form" changing his address from the deeded property in Mancelona, Michigan, to St. Clair, Michigan. In November 2002 he signed another data-change form changing his address from St. Clair to Warren, Michigan. From about March 2001 through January 2004 Mr. Scalf received over \$65,000 in housing expenses. In February 2004 he reimbursed the IBT \$69,500 in connection with the housing expenses the IBT paid on his behalf.

Before charges could be recommended by the IRB to the IBT, Mr. Scalf submitted a compromise agreement to the IRB. While not admitting or denying wrongdoing, Mr. Scalf agreed to serve a sixty day suspension from all IBT-affiliated positions, including the Executive Assistant position, except IBT membership. He further agreed not to take or accept any compensation, remuneration or things of value and not to participate in any manner in any of the activities or affairs of the IBT or any other IBT entities during the sixty day suspension, which would become effective January 12, 2005. The IRB found the agreement served to resolve the matter. The agreement is with United States District Judge Preska for review.

III. STATUS OF PREVIOUS IRB CHARGES

A. SCOTT DOYLE - Local 456, Elmsford, New York

We have previously informed you that Local 456 Member Scott Doyle failed to cooperate with the IRB by refusing to answer approximately thirty questions during his in-person sworn examination. Charges were filed, an Article XIX panel

was appointed to hold a hearing, and a hearing was held on October 27, 2004. The hearing panel found that the charges were proved. On December 17, 2004, Mr. Hoffa accepted the hearing panel recommendation and permanently barred Mr. Doyle from Local 456, the IBT and all IBT entities. On January 11, 2005, the IRB notified Mr. Hoffa that his decision was not inadequate. In a January 25, 2005, letter to the IRB, Mr. Doyle appealed the recommendation of the hearing panel, the General President's decision, and the IRB's determination that his decision was not inadequate and asked the IRB to submit the matter to the United States District Court. On February 23, 2005, the IRB submitted the documents to Judge Preska.

B. JOSEPH L. BERNSTEIN - Local 781, Des Plaines, Illinois

We have previously informed you that Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein allegedly brought reproach upon the IBT and violated his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. The IBT filed the charges, appointed a hearing panel and a hearing was held on January 6, 2005. The hearing panel found Mr. Bernstein guilty as charged.

On January 13, 2005, General President Hoffa adopted the hearing panel's recommendation and prohibited Mr. Bernstein from ever reclaiming membership in the IBT; permanently barred him from participating in the affairs of the Union, holding office, and contracting with Local 781, the IBT, or any other IBT affiliates; and prohibited him from having any contributions made on his behalf to any IBT-affiliated benefit funds by Local 781 or any other IBT-affiliated entities. Mr. Bernstein is not prohibited from contact and association with IBT officers, members, employees, representatives and agents with respect to matters that do not involve union business. On March 8, 2005, the IRB notified Mr. Hoffa that given Mr. Bernstein's conduct, the IRB finds the sanction imposed upon him is inadequate.

C. JOSEPH VITTA - Local 812, Scarsdale, New York

We have previously informed you that Local 812 Recording Secretary Joseph Vitta allegedly discussed ongoing contract negotiations with Anthony Rumore, a prohibited person at the time. Further, during his September 26, 2003, sworn examination, Mr. Vitta allegedly testified falsely about his contacts with Mr. Rumore during his suspension by stating that no union business was ever discussed. Charges were filed by Joint Council 16 against Mr. Vitta. On January 6, 2005, Joint Council 16 agreed to Mr. Vitta's agreement to serve a one-year suspension from holding office, employment and membership with Local 812 and any other IBT entities, and to serve a one-year suspension from the two Local trust funds of which he was a Trustee. The IRB found the agreement served to resolve the matter. On January 27, 2005, Judge Preska approved the agreement.

D. CHUCK CRAWLEY, DENNIS BANKHEAD AND MARIE ESPINOSA - Local 988, Houston, Texas

We have previously informed you that in its September 9, 2004 decision, the IRB found Mr. Crawley guilty of embezzlements involving the telephone installation at the union hall and the purchases of t-shirts and stickers. Mr. Crawley was permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity and may not hereafter obtain employment, consulting or other work, directly or indirectly, with the IBT or any IBT-affiliated entity. On charges of embezzle-

ments by Mr. Crawley, Mr. Bankhead and Ms. Espinosa involving barbecue pits, aiding and abetting Ms. Espinosa to embezzle money from the union, and by the payment of legal fees for Ms. Espinosa, the charges were not proved.

On September 9, 2004, the IRB decision was forwarded to Judge Preska. Counsel for Mr. Crawley presented oral arguments before Judge Preska on January 13, 2005, at which time Judge Preska affirmed the IRB decision of September 9, 2004. By order of March 5, 2005, Judge Preska approved the IRB's application to the Court.

IV. OTHER MATTERS

The IRB followed closely IBT actions on two officers of Local 25, as detailed below, which were initiated after the U. S. Department of Justice, through the U. S. Attorney's office for the District of Massachusetts, indicted and subsequently obtained plea agreements from each of the defendants.

A. GEORGE W. CASHMAN

As far back as 2000, the Chief Investigator planned to examine records at Local 25 in Boston, Massachusetts. However, federal law enforcement officials requested that no action be taken because of their ongoing criminal investigation. In early 2002, after being advised that a books and records examination at Local 25 would not interfere, members of the Chief Investigator's staff conducted a records examination. Soon thereafter, law enforcement officials requested that sworn examinations and additional work not be conducted.

In January 2002, Local 25 principal officer George W. Cashman ("Cashman") and Local 25 Vice President William Carnes were indicted for, among other things, conspiracy to steal and embezzle from an employee benefit plan and to file false statements under ERISA in a scheme to allow approximately nineteen individuals to obtain benefits from IBT-affiliated benefit funds who were ineligible for such benefits. Cashman was a Trustee of the Local 25 Health Services and Insurance Plan and of the New England Teamsters and Trucking Industry Pension Fund. He was also the Director of the International's Port Division, an International Representative, and the principal officer of Joint Council 10 in Boston. Although under the IBT Constitution Cashman could have been suspended by the IBT from his IBT positions while the criminal charges against him were pending, he was not.

In March 2003 a second indictment was filed against Cashman. It alleged that he extorted \$100,000 from Cardinal Health Care in order to settle a dispute concerning pension contributions owed to the New England Teamsters and Trucking Industry Pension Fund.

On April 25, 2003, Cashman signed a plea agreement wherein he admitted that he in fact knowingly, intentionally and willfully committed the crimes of extortion and conspiracy to steal and embezzle from the employee benefit plan, to file false documents with ERISA plans, to commit mail fraud, and to violate the Taft-Hartley Act. On October 17, 2003, Cashman started serving 34 months in prison and was fined \$30,000. Cashman automatically lost his union presidency in April 2003 but not his membership.

On several occasions the Chief Investigator advised the IBT concerning Cashman continuing his membership and the necessity for IBT to file charges against him or obtain an agreement. In an agreement signed by Cashman on October 15, 2004, which was over one year after starting his prison sentence, and effective on October 26, 2004, he permanently resigned his IBT membership and all IBT-affiliated positions.

On November 19, 2004, by electronic means, the IBT notified all Local Unions affiliated with Joint Council 10 that the former Joint Council Secretary-Treasurer Cashman had resolved charges against him by agreeing to a permanent bar from membership and from holding any office or position in any Local Union or other IBT-affiliated entity.

B. WILLIAM CARNES

In January 2002, as part of the indictment with George W. Cashman, William Carnes ("Carnes") was also indicted for, among other things, conspiracy to steal and embezzle. On April 25, 2003, he pled guilty to two counts of theft or embezzlement from an employee benefit plan and two counts of mail fraud. He was sentenced on August 7, 2003, to five years of probation, the first year of which was to be served in home confinement, and a \$5,000 fine.

As with Cashman, the Chief Investigator also advised the IBT that the IRB would recommend that charges be filed against Carnes. The IBT indicated it would resolve the matter possibly with an agreement. In an agreement signed by Carnes on December 21, 2004, which is over sixteen months after starting his sentence, and effective January 3, 2005, Carnes resigned his membership for five years and was permanently barred from holding office, employment or any position with the IBT or any IBT-affiliate or any employment, consulting or similar relationship, whether paid or unpaid, with the IBT, Local 25, Joint Council 10, or other IBT entities.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 65 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VI. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



Painting The Town

Orange

Teamsters Build
Famed 'Gates' In NYC

artists, Bulgarian-born Christo and his Belgian wife Jeanne-Claude. "The Gates" is the most recent of a series of large-scale public works by the artists installed around the world.

Teamsters constructed the frames, which held up 7,500 separate orange vinyl cloths. Suspended from the 16-foot rectangular arches, the pieces of fabric reached down to about seven feet off the ground. The gates were lined up like dominoes to form pedestrian passageways extending some 23 miles throughout the park.

"The Gates" caused a stir in New York City and beyond. It received national and international media attention, and attracted thousands of visitors from around the U.S. and the world each day of the installation.

When shipments of orange powder began arriving at his window extrusion plant in upstate New York last year, Ed Williams scratched his head. This wasn't the usual material used to create window frames.

"I was standing there thinking, 'what the heck are we going to do with this stuff?'" he said.

Soon thereafter Ed and fellow members of Local 522 in Jamaica, New York, were helping construct one of the first great public art projects of this century—Christo's "The Gates" in New York City's Central Park. About 40 Teamsters based at the window extrusion plant in Holmes, New York fabricated each of the 7,500 frames for the installation, which remained in Central Park from February 12-28.

World-Renowned

The Teamsters' work on the project began at the end of 2003 when the plant entered into an agreement with the

Making History

Williams, who is the shop steward at the plant, took a trip to New York City on a snowy Friday to see the piece.

"It's great to see something like this in our fast-paced world. It makes you slow down as you stand still and look up. It's awesome," Williams said. "I'm not an especially artsy guy, but I love it."

"It's something no one has ever done and it will never happen again," said John Fortuno, a maintenance technician at the plant. "To help make it a reality, to be a part of it is amazing. Out of all the extrusion plants they picked us, and we made a part of history. It's a real honor."

ELECTION SUPERVISOR'S REPORT

APPOINTMENT OF THE ELECTION SUPERVISOR AND NOTICE OF DISSEMINATION OF THE PROPOSED
RULES FOR THE 2005-2006 IBT INTERNATIONAL UNION DELEGATE AND OFFICER ELECTION

The IBT and the United States Government have selected an Election Supervisor for the 2005-2006 IBT International Union Delegate and Officer Election. The Election Supervisor is responsible for insuring that the 2005-2006 IBT international officer election, including all delegate elections, are conducted in a free, fair, and democratic manner.

The Election Supervisor is Richard W. Mark. The temporary address of the Election Supervisor's Office is:

Richard W. Mark

Office of the Election Supervisor

for the International Brotherhood of Teamsters

c/o Orrick, Herrington & Sutcliffe LLP

3050 K Street, N. W.

Washington, D.C. 20007-5135

Phone: 1-202-339-8683

1-888-428-2006 (888-IBT-2006) (Toll Free)

Facsimile: 202-339-8500.

The Election Supervisor can be contacted at the address listed above. We anticipate moving to a new location in the Washington D.C. area in June 2005. Our permanent address and telephone contact information for the election cycle will be published in a forthcoming issue of the *Teamster*.

Copies of the proposed *Rules for the 2005-2006 IBT International Union Delegate and Officer Election* (the "2006 Rules") have been transmitted to each IBT local union and to interested independent committees. The IBT and the Government have provided for a thirty (30) day period, starting May 3, 2005, in which any interested parties, including IBT members, may comment on the proposed 2006 Rules. The 2006 Rules will be finalized and submitted to the United States District Court for the Southern District of New York for approval after June 3, 2005. You may obtain a copy of the proposed 2006 Rules in pdf form by visiting our website at www.ibtvote.org or by calling or writing the Election Supervisor's Office to request a copy.

The proposed 2006 Rules differ from the 2001 Rules in four important respects. First, the proposed 2006 Rules require each local union to establish a literature table or bulletin board in the local union hall where candidates may place campaign literature. Second, the proposed 2006 Rules allow for two addition-

al at-large vice president positions, for a total number of seven (7) at-large vice-presidents rather than five (5). Third, the proposed 2006 Rules provide voting and enfranchisement procedures for newly merged IBT members from the Brotherhood of Locomotive Engineers and Trainmen Division, the Brotherhood of Maintenance of Way Employees Division and the Graphic Communications International Union. Lastly, the proposed 2006 Rules require independent committees to file financial disclosure forms filled out in two ways: one form containing all required information and a second form that does not include references to the identity of contributors, their local unions, or amounts contributed.

You are invited to comment on the proposed 2006 Rules. Comments must be in writing and must be submitted to the Election Supervisor, either at the address listed above or via our website at www.ibtvote.org. **The deadline for submitting written comments concerning the proposed 2006 Rules is June 3, 2005.** Comments will be considered by the IBT, the Government and the Election Supervisor before the rules are issued in final form.

The Government and the IBT will ask the U.S. District Court for the Southern District of New York to approve the 2006 Rules, retroactive to May 1, 2005, with any changes agreed to by the parties following the comment period. **As of May 1, 2005, the Election Supervisor will begin administering the 2006 Rules as published for comment. Members, potential candidates, independent committees and all affiliates must abide by the 2006 Rules as published for comment, including compliance with all provisions concerning campaign activities, fundraising, reporting and other requirements and obligations.** Appropriate provision will be made in the final 2006 Rules with respect to the application of any changes from the 2006 Rules as published for comment.

We will provide updates on our work for the 2005-2006 IBT International Union Delegate and Officer Election in upcoming issues of the *Teamster*.

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TEAMSTER

JUSTICE AT DIAMOND WALNUT

13-YEAR STRUGGLE ENDS WITH CONTRACT VICTORY



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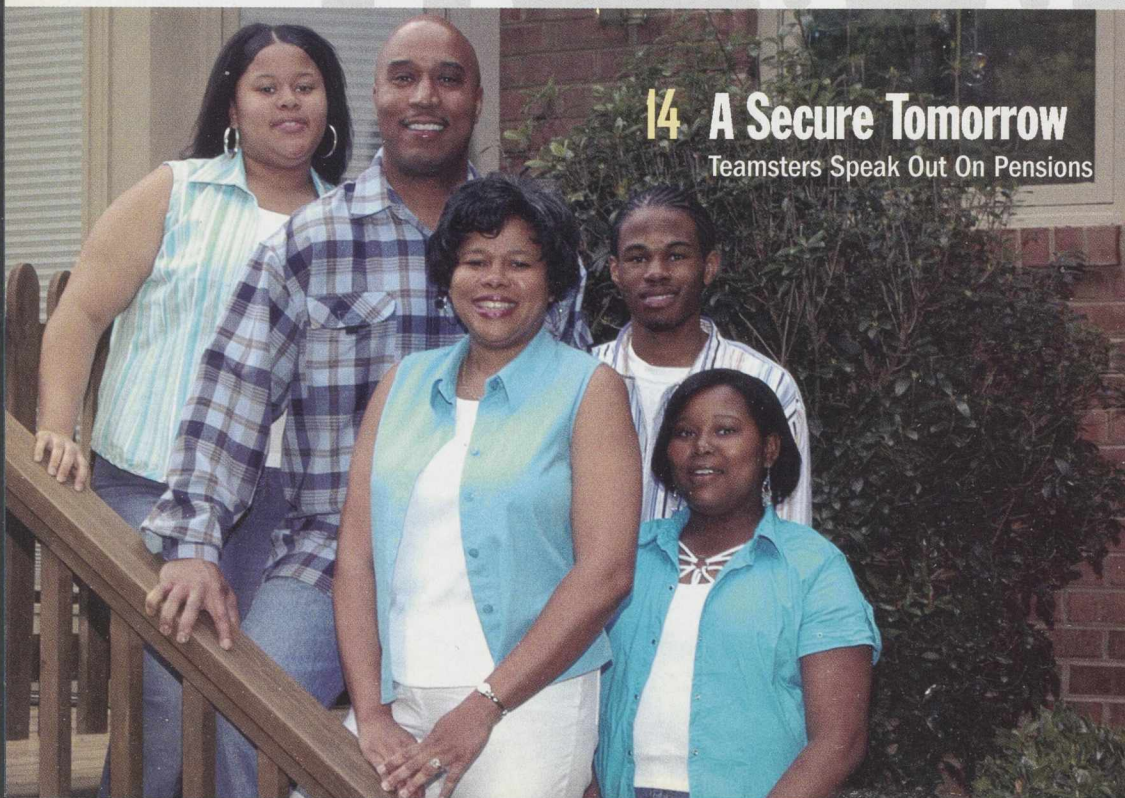
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A MESSAGE FROM THE GENERAL PRESIDENT

Justice At Last

Our recent victory at Diamond Walnut has given new meaning to the word "determination."

For nearly 14 years, workers at Diamond Walnut fought for justice in the face of an unbending employer. These brave men and women were discriminated against, disrespected and treated like machines by a company bent on breaking their spirit.

They now have rights, dignity and a voice at work because they are Teamsters.

When they ratified their five-year contract, they taught everyone a lesson. They taught greedy employers that workers will not stand being mistreated and that joining a union is their legal right. They taught the rest of the labor movement and all working people that the Teamsters don't quit working for their members when things get tough.

Union Pays

Their new contract rewards the hard work, sacrifice and dedication they displayed throughout their ordeal. This resolution has been a long time coming and it represents the strength and power of a unified Teamsters Union.

For more than a century, employers have been saying that unions aren't necessary. Time and again, this theory has been proven wrong by the greed and injustice of big business. Unions still

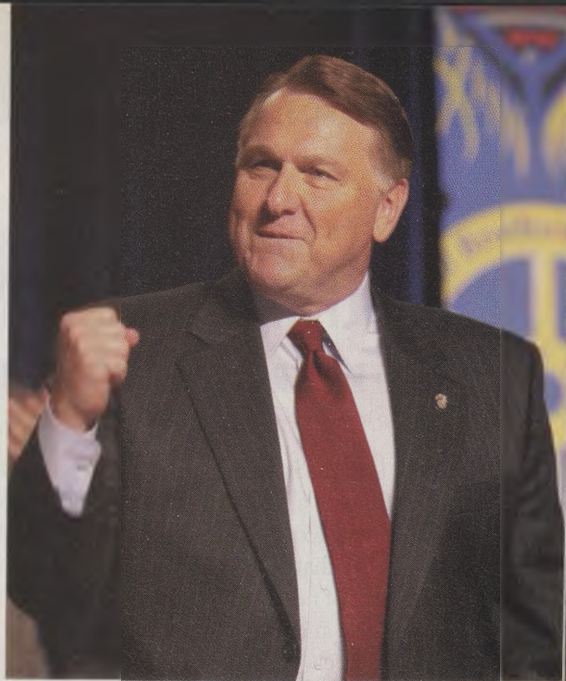
offer higher wages, better benefits and real protection from unscrupulous employers. All you have to do is look at the numbers.

United We Stand

From police officers to rail workers, UPS workers to janitors, Diamond Walnut workers to truckers, union members fare much better than their nonunion peers. According to the Bureau of Labor Statistics, union workers' median weekly incomes last year were 27 percent higher than their nonunion counterparts. On top of that, 70 percent of union members had defined benefit pensions compared with 16 percent of nonunion workers. And when it comes to health benefits, 90 percent of union workers receive them.

Our country's greatness is derived from the principle, "United We Stand, Divided We Fall." Management's basic principle with regard to working people has always been "divide and conquer." Teamsters at Diamond Walnut stood together to fight for a piece of the American Dream—and they are still standing united today. Their epic struggle is something we can all learn from and we can all be proud of.

James P. Hoffa



Central States Pension Victory

Kroger Ruling Results in \$13 Million Judgment for Workers

The Central States Pension Fund won a favorable ruling in federal court against the Kroger Co. that will result in a judgment of nearly \$13 million to the fund and its participants.

On March 30, Judge David Coar of the U.S. District Court for the Northern District of Illinois ruled that new hires at Kroger's Louisville, Little Rock, Houston and Dallas distribution centers and its Detroit dairy were eligible casual employees and were, in fact, offered permanent jobs by Kroger. As a result, thousands of current and former Teamster employees will be entitled to additional pension credits ranging from one month to two or three years.

"This is a major victory for these workers, the Teamsters and the Central States Funds," said Jim Hoffa, Teamsters General President. "Kroger tried to pull a stunt on these workers and Central States fought for these workers and protected their pension rights."

The litigation, which has been ongoing for more than 12 years, is a result of Kroger's practice of labeling every new hire at several locations covered by the Kroger Master Collective Bargaining Agreement as ineligible "casual" employees. The court order in this lawsuit awards contributions and audit costs of nearly \$3.4 million and indicates that Kroger is also liable for doubled interest, attorney's fees and costs totaling an additional \$9.8 million.

Memphis Appeal

The court previously ruled against the fund with respect to Kroger's Memphis location. The fund plans to appeal this ruling and pursue contributions on behalf of Teamsters members in Memphis. If successful, the judgment will increase by approximately \$4 million.

The court's decision follows two prior favorable rulings. In the first lawsuit, the court ruled that none of the employ-

ees hired at Kroger's Atlanta distribution center from 1987 to 1989 were ineligible casuals because the evidence showed that Kroger offered them permanent employment when they were hired. Kroger ultimately paid \$1 million to the fund in this case.

The second lawsuit was filed to collect contributions for the Atlanta locations for the periods not covered by the first lawsuit. In November 2004, the court again held that

none of the new hires were casuals and ordered Kroger to pay a \$2.7 million judgment.

As a result of the favorable ruling in the first lawsuit, 125 Kroger employees were awarded additional pension credit ranging from one month to over one year. If the favorable rulings in the second and third lawsuits are affirmed on appeal, more than 1,800 current and former Teamsters at Kroger will also be entitled to an additional pension credit.



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UPS To Purchase Overnite

Union Monitors Deal to Make Sure Members' Jobs are Protected

After going out on strike with the Teamsters for three years at Overnite, Anthony Pope has a renewed sense of hope that he will someday finally have a strong voice at work.

"I am overwhelmed by this news," Pope said, referring to UPS' announcement that it was buying Overnite.

Overnite workers represented by the Teamsters led an unfair labor practices strike against the company from October 1999 until October 2002.

"Here in Memphis, we have a lot of people interested in a union," said Pope, a dockworker at Overnite. "We need a union. With the union, you have a voice. You have a contract. You have rules and guidelines for everyone. We're very hopeful this purchase will lead to positive changes."

Pope's coworker on the dock, Herman Lewis, agreed. "Everyone here is enthused by the news. It should be a positive thing."

"I look forward to these workers getting the strong voice they deserve," said Tyson Johnson, Director of the Teamsters Freight Division.

A Watchful Eye

The Teamsters Union will closely monitor the purchase to make sure members' jobs at UPS are protected.

"The company has informed the union that Overnite will operate separately from UPS' package-delivery operations and that the pur-

chase will not affect any Teamster jobs, including feeder work performed by Teamster members," said Jim Hoffa, Teamsters General President. "However, we will carefully evaluate the deal and make sure that every Teamster job is protected."

The deal is expected to close during the third quarter of this year, and will require regulatory approvals and the approval of Overnite's shareholders.

"If this purchase helps UPS to continue to successfully compete in the global marketplace in the long run, it will increase our members' job security," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. "We have been assured that this purchase will not affect bargaining unit work, but we will evaluate the purchase and work to ensure that it doesn't. I will work closely with General President Hoffa and our local union leaders to make sure our members' interests are protected."



Easing The Transition

Teamsters Participate in Work Program for Veterans

The Teamsters Union and numerous locals are getting more involved in easing the transition from military life to private employment. By working with an organization called Helmets to Hardhats, the union has again shown their dedication to American veterans.

Helmets to Hardhats eases the difficult passage into civilian life for military families, providing the best career opportunities, pay and benefits to veterans. The program collects information about jobs in the building and construction trades and works to provide former military personnel with that information. Job candidates can access that information on the program's web site, www.helmetstohardhats.org

"I'm proud of our union's involvement in this program," said Jim Hoffa, Teamsters General President. "The Teamsters has a long tradition of assisting those serving in the armed forces any way we can. This great program adds a new chapter to that proud tradition."

Local Involvement

Since the Teamsters Union appointed a designated liaison to the program, more and more Teamster locals are getting involved in the services Helmets to Hardhats provides. Local 251 in East Providence, Rhode Island has been putting decals on all their training trucks and other vehicles in addition to getting more involved with the organization. All work helmets are getting a similar treatment by Local 282 in Lake Success, New York.

Local 631 in Las Vegas recently put their first member to work through the Helmets to Hardhats program. The Teamster now works for Nevada Redi Mix. In addition to getting a member to work through the program, Local 631 is also putting up a two-sided Helmets to Hardhats billboard on their property.

The Teamsters' designated liaison to the program is Norm Bouley, International Organizer for the Building Materials and Construction Trades Department.

"I was in the military and my family has strong military ties, so I'm thrilled to be involved in this program," Bouley said.

Helmets to Hardhats is co-sponsored by all fifteen Building and Construction Trades organizations, as well as their employer associations, which together represent about 82,000 contractors.

Fighting Back

Teamsters and JAB Fight for Jack Johnson Pardon

In 1913, a man was convicted for taking his fiancé across state lines. She was white. He was black. He also happened to be a professional boxer and, since then, his name has dwindled into obscurity.

In order to right this wrong, the Teamsters Union is fighting for a pardon to bring Jack Johnson the recognition he deserves.

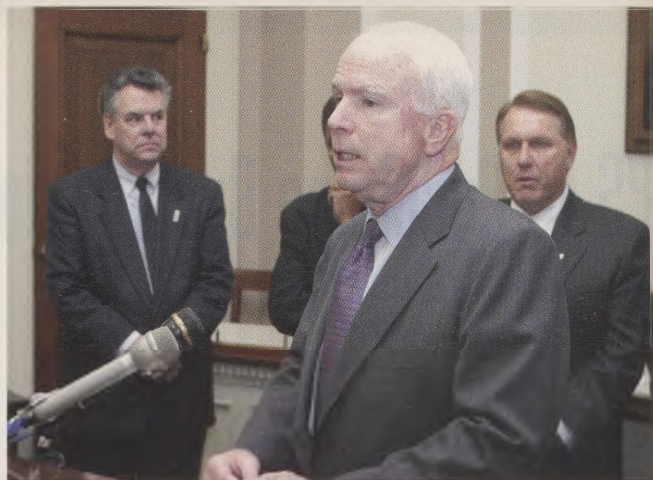
On April 6, Teamsters General President Jim Hoffa called on President Bush to pardon legendary boxer Jack Johnson, the first black heavyweight champion of the world. Hoffa

was joined by Eddie Mustafa Muhammad, President of the Joint Association of Boxers (JAB); three-time champion Iran Barkley; and Richard Steele, referee member of the World Boxing Hall of Fame.

The press conference was held on Capitol Hill with key lawmakers in attendance, including Sen. John McCain (R-AZ), Rep. Peter King (R-NY) and Rep. Jesse Jackson Jr. (D-IL)

A Cultural Icon

"Jack Johnson's story is more than a story about a great ath-



lete. He was the cultural icon of his day. He broke racial barriers in his fight for freedom and equality," Hoffa said. "We are fighting to restore his proper place in our nation's history."

McCain praised Hoffa's fight for Johnson's pardon and for his effort in helping JAB represent boxers' interests.

"I think that Mr. Hoffa and I share the belief that boxers deserve a lot better than what

they are getting from this sport."

Hoffa noted the growing support for Johnson's pardon that JAB and the Teamsters are receiving from professional boxers and members of Congress.

"We've got a number of House members in our corner so far, and we're asking the president to stand in our corner too," Hoffa said. "Support for our campaign is growing every day as the best and

TEAMSTER-MADE

Iowa Teamsters Add Spice To Life

If you're looking to spice up your life, some Iowa Teamsters can help.

Members of Cedar Rapids-based Local 238 help spice up the meals of millions of people each year. Local 238 represents 275 workers at Tone Brothers in Ankeny, Iowa, the largest spice production factory in the world.

The plant produces nationally-known brands such as Durkee, French's seasonings and Spice Islands. Tone's was founded in Iowa in 1873 and is now owned by Associated British Foods of London.



Tone's is the second-largest manufacturer of herbs and spices in North America, behind Maryland-based McCormick & Co.

Located in suburban Des Moines, the employees are Teamsters throughout the plant, performing a variety of jobs—production, material handling, warehouse, processing, sanitation, mill, order pickers, forklift operators and others.

Desirable Jobs

"These are well sought-after jobs in Iowa and hardworking Teamsters have been employed at the plant for at least 45 years," said Mike Stanfill, a Local 238 business representative.

Wages range from about \$13 per hour for sanitation workers to more than \$20 per hour for maintenance workers. All the workers receive excellent Teamster-negotiated benefits for themselves and their families.

In April, workers ratified a new five-year contract that increases wages (\$3 per hour over the term of the contract), improves vacation time, dental and eye care and provides more personal time off.

"The average length of service is 11 years and I've been working here for 16 years," said Jeff King, chief steward. "It's not surprising why. The Teamster contract provides us with excellent benefits, strong job protections and great security."

brightest in boxing step into the ring to fight for justice.”

Travesty of Justice

Johnson earned the respect of fighters and fans alike for his courage and determination both inside and outside the ring.

During the height of Johnson's career, he was convicted under the Mann Act in 1913 for transporting a white woman, his fiancée and future wife, across state lines. Although the arbitrary nature of his conviction is well documented in history, it has served to push his legacy to near obscurity.

“It is a travesty of justice—it was a sham conviction,” King said. “It is a blot on our country's history.”



A New Face On The GEB

Henry Perry Appointed as International Trustee

The Teamsters General Executive Board has a new member.

In May, Teamsters General President Jim Hoffa announced that Henry Perry, President of Local 667 in Memphis, has been appointed to the General Executive Board as an International Trustee.

Perry, a 34-year Teamster, is one of three International Trustees that oversee the union's finances as part of the General Executive Board. He replaces Ron McClain, who

resigned to assume new responsibilities.

“Henry Perry is a tireless fighter for working people,” Hoffa said. “I look forward to working with him as we continue to build and strengthen our union.”

“I'm going to try to make the International Brotherhood of Teamsters as strong as possible,” Perry said. “My goal at Local 667 has been to increase membership and I'm going to do the same for the union as a whole.”

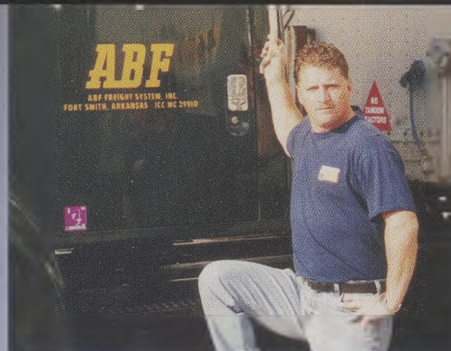
Safety First

Union Forces Retreat on Hours-of-Service Amendment

Representatives from the Teamsters, Congress, safety advocates and families of accident victims involving truck driver fatigue presented a united front on Capitol Hill on March 8 and forced Rep. John Boozman (R-AR) to withdraw an amendment that would extend drivers' workdays to 16 hours.

Teamsters International Vice President John Murphy joined Rep. Mike Honda (D-CA) and spoke at length at a press conference condemning the Boozman Amendment as an attempt by big businesses, like Arkansas-based Wal-Mart, to save money at the expense of public safety.

Widely viewed as an amendment filed on behalf of the retail giant, Rep. Boozman's proposal would help Wal-Mart's bottom line rather than the drivers who would be forced into longer hours on the road.



Emotional Testimony

More than 15 media outlets were in attendance and witnessed the emotional testimony of Daphne Izer and Rick Curl, parents of children who lost their lives in accidents that involved truck driver fatigue.

The vote on the amendment was scheduled to take place in Congress the next day, but due in no small part to the media coverage generated by this press conference, Rep. Boozman pulled the vote off the floor.

“We all celebrate the victory for highway safety advocates,” said Jim Hoffa, Teamsters General President. “However, the Teamsters Union and our allies will not relent in our fight against legislation that endangers our members and America's drivers.”

Choose the PBM of choice for your trust fund members.



Prescription Solutions, in partnership with TeamsteRx, is proud to be the preferred PBM for the International Brotherhood of Teamsters.

There's a reason that Prescription Solutions has been selected as the PBM partner for TeamsteRx. As a national Pharmacy Benefit Manager, Prescription Solutions' focus is on appropriate drug use. The result is real value, as previously delivered to the International Brotherhood of Teamsters — in terms of dollars saved, improved health outcomes and increased member satisfaction.

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Salad Days

Local 890 Wins at NewStar Fresh Foods

In a double victory, Local 890 in Salinas, California negotiated a contract for warehouse workers at the NewStar Fresh Foods plant in Yuma, Arizona and organized more than 100 production workers at the same facility.

By a vote of 38-1, warehouse (cooler) workers ratified their first contract with the bagged-salad producer in late February. The contract raises hourly wage rates by up to 25 percent, and guarantees holiday pay, job security and medical benefits for approximately 60 workers.

The contract, which expires in November 2008, is part of a master agreement that also covers NewStar employees at the company's Salinas facility. The workers produce bagged salad in Salinas eight months of the year, then production is shifted to Yuma during the winter months. During the months before and after the transition, about 18 warehouse workers also work at a NewStar warehouse in Lemoore, California.

"This is a good contract for

me and my coworkers," said Luis Aguirre, a worker in the NewStar warehouse. "It gets us respect and raises our wages toward the levels of our coworkers in Salinas."

"This was a great agreement for the Yuma employees," said Frank Gallegos, Local 890 President and International Trustee. "The workers deserve all of the representation and the rights that a union contract offers."

Team Effort

In another vote, 105 production department workers at the Yuma facility voted to join Local 890. With this victory, Local 890 now represents pro-

duction, warehouse and skilled-trades workers at NewStar Fresh Food's plants in Yuma and Salinas.

"The production workers want the same benefits that their counterparts in Salinas receive," said Fritz Conle, a Local 890 business agent. "They want to make sure they'll be recalled when production comes back here next year. Plus, they want better wages, benefits and a seniority scale."

"I'm happy to be a Teamster," said Consuelo Moreno, a production worker at the Yuma facility. "My coworkers in the warehouse are Teamsters and they receive respect, better wages and benefits."

Workers in the production department deserve the same."

The campaigns were waged in tandem. "The warehouse workers approved their contract about three weeks before the production workers' vote," Conle said. "That was a big boost for them. They saw the benefits of being a Teamster."

"The contract and organizing drives are essential to raising the wage and benefit levels of our members, which must be done on an industry-wide basis," Gallegos said.

Several Teamster organizers worked on the campaign, including Ricardo Hidalgo and Esperanza Torres. According to Fred Gegare, International Vice President and Food Processing Division Director, "We are working with the Organizing Department to build a core of bilingual organizers who can go out and really do some organizing in the food processing industry. We're on the move."



"The warehouse workers approved their contract about three weeks before the production workers' vote. That was a big boost for them. They saw the benefits of being a Teamster."

— CONSUELO MORENO, LOCAL 890



"Full Funding For Amtrak"

Members Educate Rail Riders in California

The potential breakup of Amtrak came to a head in March with the launch of an aggressive attack on key congressmen by rail workers. The first targets were Republican congressmen in California—Rep. Jerry Lewis (R-CA) and Rep. Randy "Duke" Cunningham (R-CA). Teamsters Rail Conference members brought their message of "full funding for Amtrak" to passengers aboard Amtrak at the Solana Beach and the Needles stations.

"We choose Solana Beach and Needles because both of these congressmen not only have Amtrak stations in their districts but they are both

members of the very important Appropriations Committee. This committee will ultimately decide the funding level for Amtrak," said Danny Gates, Brotherhood of Maintenance of Way Employees Division (BMWED) Legislative Director. "Since President Bush authorized a grand total of 'zero' dollars for funding, we have to take measures into our own hands."

The Amtrak system was a product of the Rail Passenger Service Act passed by Congress in 1970. Passenger rail service over the previous years had been eclipsed by automobile and airline service. Cur-

rently there are approximately 16 long-distance passenger rail lines in the United States. In addition, many of these lines feed local commuter lines for metropolitan areas. Therefore, the continued operation of Amtrak will affect long-distance as well as local train service. In California alone there are approximately 3,500 employees of Amtrak. Among them are engineers represented by the Brotherhood of Locomotive Engineers and Trainmen and maintenance of way crews represented by the BMWED. Both units are part of the Teamsters Rail Conference.

Legislative Priority

The Teamsters support full funding for Amtrak in order to maintain a passenger rail system. Many cities across the country depend on Amtrak operations to support their local commuter lines and to bring in goods to factories and other businesses.

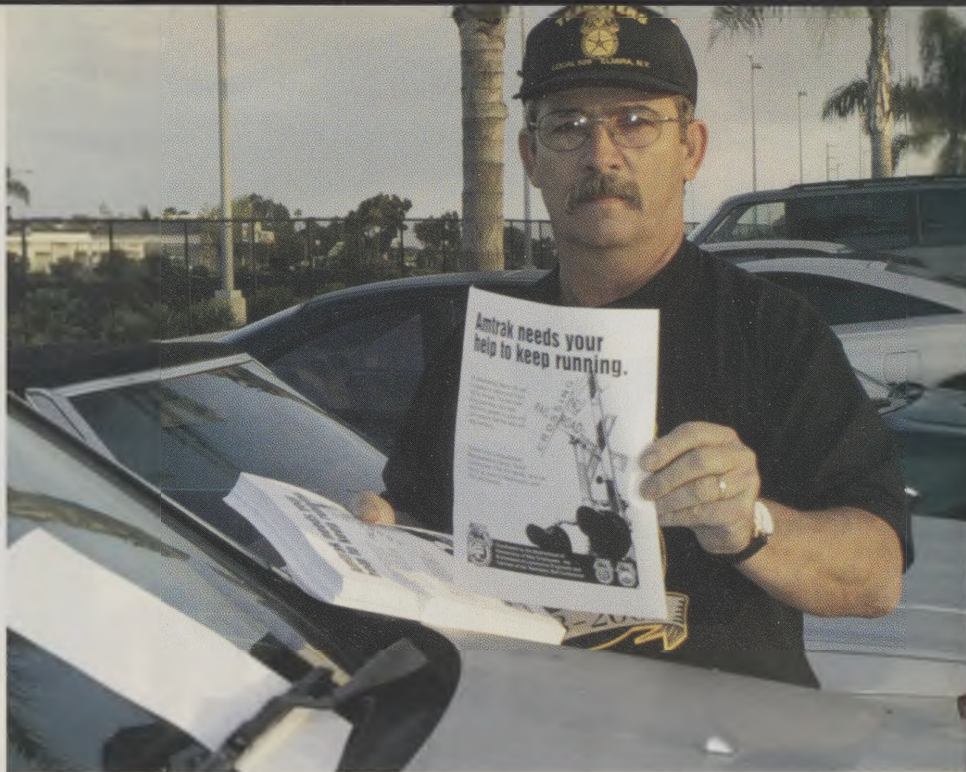
"Privatizing Amtrak or breaking it up is not the right solution. What they need to do is treat their workers fairly and

for the federal government to adopt a realistic long-term funding strategy," said Jim Hoffa, Teamsters General President. "For years Congress has administered a Band-Aid-type approach to funding Amtrak—only funding it enough so that it survives another year. This type of dependent situation has got to end. Not only for the general public but for the stability of our workers' livelihoods."

BMWED members gathered on March 30 at the Solana Beach and Needles stations to inform riders about the funding priority. Armed with fliers titled "Amtrak Needs Your Help to Keep Running," rank-and-file members greeted commuters and long distance rail riders at these towns.

"People were not happy to learn that their main mode of transportation might be cut off," said Ricardo Canchola, a 22-year BMWED member.

"It's a very serious situation," said Louis Below, a BMWED member from Sacramento. "For us, there are a lot of jobs at stake."



Tough Nut to Crack

Epic Struggle Ends With Contract Victory



“We fought for almost 14 years to get here,” said Linda Geistzler, a worker who struck Diamond of America (formerly Diamond Walnut) back in 1991. After working at the facility for 20 years, Geistzler and fellow strikers spent years wielding signs on the picket line and participating in creative techniques to inform the public of their cause. All of their efforts had led to a day such as this, she said.

“Today, we want to get a contract for these kids,” Geistzler said, motioning toward the workers clustered in groups around the large Local 601 meeting hall in Stockton, California. “A union job is so much better than a nonunion one. These workers deserve a job with rights and security.”

“It’s been so long,” said fellow striker Arlene Cutburth, who had worked beside

Geistzler for over a decade before the strike. “I can’t believe this is happening.”

Since undertaking a strike against the world’s largest walnut producer, Geistzler, Cutburth and about 500 fellow Local 601 members coordinated an international boycott on Diamond-produced nuts, testified before the U.S. Congress and were jailed for nonviolent protests, in addition



to spending countless hours on the picket line. Geitzler and 20 coworkers even crossed the country by bus to draw attention to the contentious struggle between the Teamsters and Diamond Walnut.

They reached their goal on March 22, when hundreds of Local 601 members had the opportunity to vote on a new contract that would resolve what labor experts have labeled the longest strike in U.S. history.

Local 601 Secretary-Treasurer Lucio Reyes stepped to the podium. Reyes had led Local 601 for the majority of the strike and now about 80 strikers and much-newer Diamond employees anticipated his announcement.

"Brothers and sisters, we have a vote count," Reyes said. "It was 180 votes for the contract and 61 against. We have a contract!"

Workers erupted with cheers and applause. Several exchanged hugs. The workers had ratified a new contract, ending this tumultuous strike.

"This is how it should be," Geitzler said. "Everyone came together today. This is fantastic."

An Historic Day

"This contract rewards the hard work, sacrifice and dedication of Teamsters at Diamond Walnut," said Jim Hoffa, Teamsters General President. "This resolution has been a long time in coming, and it represents the strength and power of a unified Teamsters Union."

The agreement between Local 601 and the company covers about 400 regular, full-year production and maintenance workers, and another 350 workers employed during the fall harvest season. The contract is the first between the parties since Teamster workers were forced to strike on September 4, 1991.

"There were times that I didn't think we'd see this day, but thanks to the Diamond Walnut workers, a strong Strike Fund and with the support of General President Hoffa and the International Union, we got it done," said Reyes, a former Diamond Walnut worker who was instrumental in negotiating the agreement.

The contract provides strong wage increases and establishes a 401(k) plan for current employees, and the company will provide training such as language classes

and instruction in forklift driving for workers who seek advancement opportunities. The pact also ensures that all workers' seniority is respected and will allow workers who have been on strike to return without current employees losing their jobs.

The dispute between the company and workers had its roots in the severe financial difficulties faced by the company in the mid-'80s. At that time, workers agreed to take a 30 percent pay cut to help get the company back on track. By the time the contract expired in 1991, the company was showing gross profits of more than \$171 million, yet no new contract offers reflected the workers' sacrifices during the tough period. When the workers struck, the company hired replacement workers.

The following years were difficult and hard-fought. The union began organizing the replacement workers; votes for union representation were held in 1992 and 1993, both of which were thrown out because of unfair labor practices and charges of discrimination against several workers.

Strike Timeline

1985

Teamsters at Diamond Walnut take voluntary pay cuts of 30 percent and more to help financial health of company.

June 30, 1991

Company grosses profits in excess of \$171 million, yet offers little in negotiations to honor the workers' sacrifices. The workers' contract expires.

July 3, 1991

In a democratic election, Local 601 members reject Diamond Walnut's sub-standard contract offer. Teamsters would reject another offer later in the month.

Sept. 4, 1991:

Teamsters at Diamond Walnut strike. Company hires replacement workers. Company announces its intention to keep the replacement workers.



Sacrifice and Dedication

"This has been such a show of solidarity, all of the Teamster locals and other unions who helped us out when we were on strike," said Amanda Gomez, a 15-year Diamond employee who struck in 1991 and walked the picket line for years on end. Gomez began to cry when talking about the strike. "Those Teamsters that helped us, we didn't know them but they were there for us. The word 'brotherhood' in our union's title is right on—my fellow Teamsters defined 'brotherhood' by their actions. It's evidence of the kind of person that our union attracts."

"There was a time we were like a family at Diamond, lots of good people, managers and workers," said Norma DePauli, a former forklift driver and machine operator who worked at the company for 16 years. "Even after the concessions, we

were happy at Diamond, we had a lot of good will for the company—we thought we would retire from there."

Tensions were high before the strike, workers recalled. After its sub-standard contract offers were rejected, the company established a wall in the cafeteria separating management from its Teamster workers. The company even brought in "observers" who learned to do the workers' jobs.

"We had conceded wages in good faith, but to not have those reimbursed or even recognized when the company started showing a profit wasn't right," DePauli said. "It's a shame this strike had to come about, but the company didn't respect

what we did and we had to stand up for our rights."

"We had to train our replacement workers," said Cynthia Zavala, who worked at Diamond for 27 years before the strike. "It hurt knowing that these other workers were going to take our jobs. But we didn't have any choice—we were forced to do it."

No Regrets

Local 601 workers voted to strike on September 4, 1991. Soon, the company announced the observers had been hired as permanent replacement employees.

"We couldn't believe it," said Alfonsina



1992

Jan. 1992:

Lucio Reyes is elected Secretary-Treasurer at Local 601.

Oct. 1992:

Replacement and striking workers vote on union representation. Unfair labor practices by the company skew the outcome and the National Labor Relations Board (NLRB) recommends a new election.

1993

Oct. 1993:

In a second election, replacement and striking employees again vote on union representation. However, many of the ballots are challenged by the Teamsters as illegal.

Jan. 20, 1995:

After ruling against the Teamsters' objections in mid-'94, the NLRB reverses that decision, stating the unfair labor practices occurred. A new election is recommended. Diamond Walnut appeals in federal court.

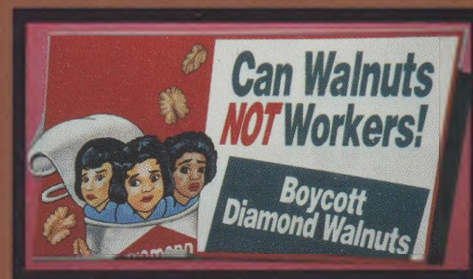
2000

Aug. 2000:

Teamsters General President Jim Hoffa visits the Diamond Walnut strikers. Hoffa promises to do "whatever it takes" to get justice.

Oct. 23, 2000:

Administrative law judge issues penalties against Diamond Walnut for the company's flagrant and continued violations of labor law.



Margaret Munoz, a former forklift driver who was one of the original strikers. "We had taken pay cuts and worked hard to help the company regain its strength. Yet despite a return to great profits, the company insulted us with contracts offering meager gains and ultimately kicked loyal workers out the door."

Munoz, Zavala and other coworkers had no regrets with their decision to strike.

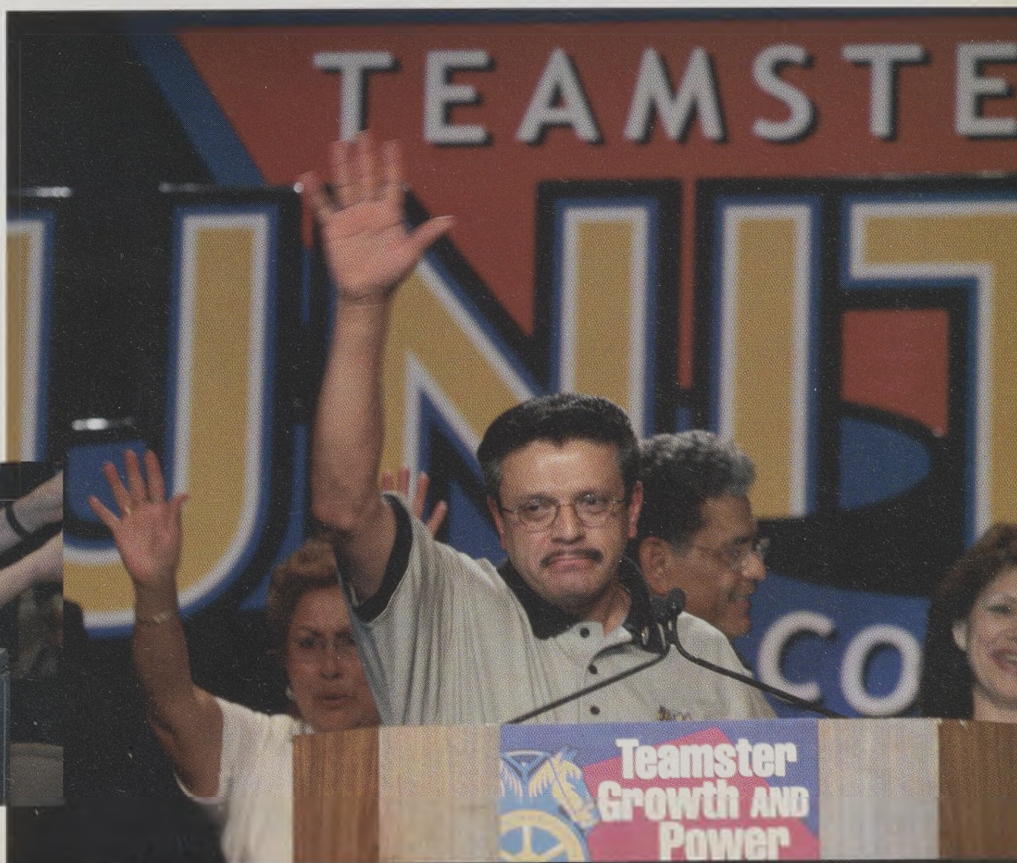
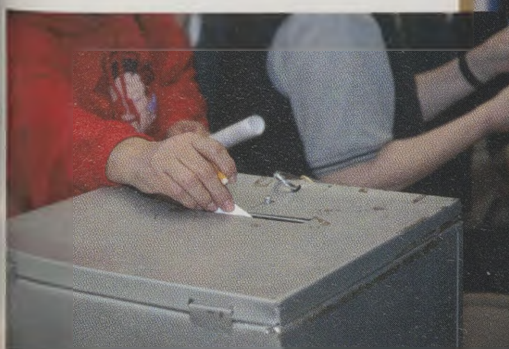
"We knew we would have to give up things when we voted to strike," DePauli said. "We were at a point where we had to fight back and stand up for ourselves. Because of the company's actions, we felt like we had no choice."

Zavala's dedication to fighting for Local 601 and her coworkers was exceptional, and Zavala eventually became an important player in some of the strike's more innovative plays to get attention.

"I went to Europe, to Switzerland, Spain,

"There were times that I didn't think we'd see this day, but thanks to the Diamond Walnut workers, a strong Strike Fund and with the support of General President Hoffa and the International Union, we got it done."

— LUCIO REYES, LOCAL 601 SECRETARY-TREASURER



2001

June 27, 2001: Democratically elected delegates to the 26th International Convention of the International Brotherhood of Teamsters unanimously approve a resolution in support of the Diamond Walnut strikers.



Sept. 4, 2001: Local 601 marks tenth anniversary of strike, vows to continue the fight for justice.

2004

Oct. 2004: The Teamsters Organizing Department provides invaluable assistance during a whirlwind union election, and after 13 years of struggling for recognition, striking and replacement workers vote 311-262 to join Local 601.

2005

March 22, 2005: Diamond Walnut workers overwhelmingly ratify a new five-year contract, resolving an epic struggle that began more than 13 years earlier.



Germany and Italy, to gather support for our international boycott of Diamond Walnut," Zavala said. "I suddenly became the spokesperson while I was there. This led to me speaking in front of Congress, addressing senators about the passage of bills that would aid workers."

"When people heard about our fast, they'd bring us liquids and help us pray," Zavala said of her experiences fasting on the picket line with about 10 of her coworkers for 40 days and 40 nights. "Lots of union people came by to support us. Cesar Chavez's son even visited to give us support. Seeing all of those people made us feel uplifted, it really brought our spirits up and kept us strong on the strike line."

Zavala welcomed the experience, although she would rather have been at work. "We really stuck together on the line," Zavala said. "And we always talked about how we'd go back to work together.

Settling the contract is what we prayed for on the line."

Joining Together

"The important thing was bringing everyone together," Reyes said. "Any successful campaign had to include the replacement workers, so we had to convince them to join Local 601 as well."

Doing this was difficult, in part because of the tension between the two worker groups.

"We were frustrated with the replacement workers," Zavala said. "They took our jobs. Of course we were angry with them."

"It was very hard at first," said Jose Valencia, one of the original replacement

workers. "But lots of my coworkers and I didn't realize what, exactly, the situation was." Over the drawn-out strike, Valencia and several other replacement workers would come to call both strikers and replacement workers friends.

Soon after the strike began, workers had a chance to vote on whether they wanted to be represented by Local 601. This 1992 election began a lengthy struggle in courts from central California all the way to the U. S. Supreme Court. The first vote for union representation was thrown out due to the company's unfair labor practices.

A second election was held in 1993. As part of the agreed-upon process, Munoz



"Those Teamsters that helped us, we didn't know them, but they were there for us. The word 'brotherhood' in our union's title is right on—my fellow Teamsters defined 'brotherhood' by their actions. It's evidence of the kind of person that our union attracts."

— AMANDA GOMEZ, LOCAL 601

"This contract would not have come about if workers such as Margaret [Munoz] were not so dedicated. When we were able to bring together all of the workers, both the original strikers and the replacement workers, it truly was a team effort. This isn't something one person could have done alone."

—LUCIO REYES, LOCAL 601 SECRETARY-TREASURER

and two other strikers were reinstated, primarily to provide an opportunity for the replacement workers to hear the union's message. However, this election was complicated by charges of discrimination against Munoz and her coworkers who were given jobs far below their wage and skill level, specifically because of their role in the election.

"Going back was difficult," Munoz said. "It was definitely hostile in there."

Based on this discrimination against Munoz and other violations, Local 601 called for a new election. This started a tangle of appeals and counter appeals that lasted more than five years. The final outcome placed the U.S. Supreme Court, the 6th Circuit Court of Appeals and the NLRB on the side of Local 601. A third election was ordered.

"I can't believe my name ended up in a Supreme Court case," Munoz said. "But that just shows how serious we were about getting the justice we deserved."

"This contract would not have come about if workers such as Margaret were not so dedicated," Reyes said. "When we were able to bring together all of the workers, both the original strikers and the replacement workers, it truly

was a team effort. This isn't something one person could have done alone."

Hard Returns

Well into the strike, Local 601 decided that any member who wanted to return to the plant could do so, and the company agreed to return them to their old jobs and respect their seniority.

Local 601 used this to its advantage, although returning to a plant staffed by the workers who had replaced them a decade before proved difficult for Local 601 members. "I had coworkers who would dump crates of walnuts when I was working," said machine operator Teresa Michel. "I told them, 'You're hurting the company, not me.'"

Once she had re-acclimated to the plant, Michel and other Local 601 members spoke to coworkers about the benefits of Teamster representation and how the plant had been in the years before the strike.

"I knew that we had a good chance to bring the union back because the company

wasn't treating its workers fairly," said Michel. "I asked people, 'Do you feel secure in your job?' They always said 'No.'"

"I had another job that paid better," Amanda Gomez said. "But I felt that it was important to not lose the seniority I'd accumulated at Diamond. I went back and everything was in chaos. We didn't have a contract so nothing was guaranteed."

The NLRB ordered a unionization vote in October 2004, giving Local 601 just over two weeks to spread its message to strikers and the current workers at Diamond. Organizers worked 15-hour days before the election, beginning at 4:30 a.m. The campaign was a huge success. Strikers and replacement workers voted to join Local 601, paving the way for the historic contract. According to the editor of the forthcoming "Encyclopedia of Strikes in American History," the Diamond Walnut strike is the longest in U.S. history.

Gomez did not regret returning to fight for a new contract.

"I'll never forget what happened that night I got back to work," she said. "When I got back home, my oldest son—who's 25, old enough to remember when I worked at the plant before the strike—gave me a big hug. He told me it reminded him of how good things were back before the strike. He said, 'I miss that smell of you coming home, the smell of the walnuts.'"





A Secure Tomorrow

● ● ● Teamsters Speak Out on Pensions

THESE DAYS, PENSIONS ARE ONE OF THE BIGGEST CONCERNS FOR UNION MEMBERS. As a union member, there is a belief that if you put in an honest day's work and hard-earned years on the job, you deserve a good retirement. It's not just the union way—it's the American way.

More than 750,000 Teamsters are in multi-employer pension plans as part of collective bargaining agreements. These plans are traditionally more secure than single-employer plans and they allow members to take their pension with them when they change jobs within an industry. About 65,000 employers participate in 1,650 multi-employer plans in this country, and nearly 90 percent have fewer than 100 employees. Teamsters participate in about 200 different plans worth more than \$70 billion.

But pension plans across the board have been hit by changing demographics, an unprecedented stock market decline from 2000 to 2002, and falling interest rates, leaving many under-funded. The government's pension insurance agency is running record deficits to cover benefits for workers whose plans have defaulted. The shortfall at the Pension Benefit Guaranty Corporation (PBGC) soared to more than \$23 billion last year, raising concerns that a taxpayer bailout may be necessary. And with companies like United Airlines dumping their pensions through the bankruptcy process, even more plans are expected to go under this year.

Because multi-employer pension plans are part of collective bargaining agreements, funding can't simply be increased to cover shortfalls. Congress stepped in last year to provide much-needed relief to pensions—but only to single-employer funds. Multi-employer plans were ignored in an effort to discriminate against union members.

As a result, multi-employer plans across the country are being forced to reduce pension and health care benefits to keep the funds afloat. The Teamsters and other unions have joined with employers in calling on Congress to address the crisis this year by passing legislation that would provide meaningful relief for multi-employer plans. One important provision would let multi-employer funds further spread out their recent investment losses, giving them time to recover.



Will Combs REIDSVILLE, NORTH CAROLINA

You could say that Will Combs has three jobs. He works as a package car driver for United Parcel Service, he is a deacon at the Elm Grove Baptist Church in his hometown of Reidsville, North Carolina, and he is a “full-time family man.”

Combs, 44, has a wife and three children, ages 11, 14 and 17. He spends most of his spare time with them, whether it’s tossing a football or “going into the backyard with my son and pointing out the spots he missed while mowing the grass,” he said.

As a Teamster and member of Local 391 in Greensboro, North Carolina, Combs is confident that he and his family will be taken care of after he retires thanks to great benefits and a strong pension. He has worked at UPS for 20 years and just started to think seriously about his pension and retirement a couple of years ago.

Union Vs. Nonunion

“My plans for retirement haven’t really changed in the last few years,” he said. “Hindsight is 20-20 but you’ve got to have foresight also. I’m not too shocked about what is happening with pensions. When you have a Congress and an administration that isn’t friendly to workers, this is what happens.”

“I tell people that you have to be realistic. You can’t blame the Teamsters for what has happened with pensions. They bargained good wages and benefits for us and that counts for a lot. You can’t get mad at unions that not enough is being

done in Congress about pension reform,” he said.

“To look at how much the Teamsters have done for us, all you have to do is look at the pensions and benefits of a nonunion friend or relative,” he said. “I’ve got a cousin who works at a mill in Virginia and their pension is ridiculous. He’s not in a union. With his pension, it’s almost like he can’t even afford to quit working—like they’ve got to keep working until they die. Sometimes you just look at what others make and what they get from work and it’s like we won the jackpot.”

“To look at how much the Teamsters have done for us, all you have to do is look at the pensions and benefits of a nonunion friend or relative.”

— WILL COMBS

Strong Leadership

As far as his actual retirement goes, Combs said his wife has plans for them.

“She talks about traveling, going to see friends of ours from college,” he said. “But I just want to do what retired people do. I see them working in their yards, going fishing, going on cruises, fun stuff like that.”

Combs said he doesn’t worry about his retirement in large part due to the strong leadership of Local 391. “[President Jack] Cipriani and the whole group at the local, they do a great job on our behalf,” he said. “They’re good motivators and they know how to keep everyone involved.”



Gino Arilotta

ROCHESTER, NEW YORK



There were nine people in our home and we all lived on one paycheck," said Gino Arilotta, a retired Teamster in New York. "My wife and I have seven kids and it's a testament to the union that we lived on only my income. And it wasn't just eating spaghetti every night. We had good meals. We had a good life."

Arilotta retired as a freight driver with TNT Red Star in 1992 and has been an active Teamster retiree since then. A member of the union for 45 years, Arilotta still takes a daily role in the activities of his union, Local 118 in Rochester, New York. This includes joining the nationwide fight for pension reform.

"Pension reform right now—it's like it has been for years," he said. "Not enough is being done to help pensions in Washington, D.C. They certainly have opportunities to do some good for working people but they're too busy looking out for their cronies."

"Honestly, I don't even know what Congress is doing about pensions right now. A lot of multi-employer plans are in trouble but because a lot of them are union plans, I don't expect a lot to be done about it. You know how unions stand with folks in Washington. They're not for us and that's nothing new," he

said. "Sometimes I get burned up talking about it. I get on a subject like pensions and I get really riled up."

A Secure Pension

Arilotta retired with what he said is a perfect pension through the Upstate New York Pension Fund. He has seen the pensions some of his nonunion friends and relatives have and that only makes him feel more secure.

"There are so many other pension funds and I can't keep up with all of them, but I know I have one of the best. I've seen some others and they come nowhere near mine," he said. "I can't say enough good things about the pension the Teamsters got me."

Even with his great retirement package, Arilotta didn't just sit back and retire. The next year, he started the Teamsters Retiree Chapter of Local 118.

"I wanted to continue my relationship with my local and my fellow Teamsters. The purpose of the chapter is to assist the retirees, protect and improve benefits while providing them a place to meet, eat and socialize with each other," he said. "We do a lot of other things. We volunteer in the community, hold clothing drives and man phone banks at election time."

"A lot of multi-employer plans are in trouble but because a lot of them are union plans, I don't expect a lot to be done about it. You know how unions stand with folks in Washington."

—GINO ARILOTTA

Keeping Busy

"I encourage others to start Teamster retiree chapters across the country," he said.

Retiree chapters, he said, provide soon-to-be-retired and retired members with answers to problems that may pop up dealing with their pensions.

Arilotta keeps busy with his retiree chapter, but that doesn't mean he can't spare time to spend with his wife Ruth, their seven children, 19 grandchildren and newborn great grandchild. Most of them live in the area and he spends a good deal of time with his family. The life he provided his family, he said, wouldn't have been possible without the Teamsters Union.

"It was a proud day when I became a Teamster. It was like becoming a soldier. People looked up to Teamsters. It meant so much to me then and still means a lot to me today."



Dee Finney FEDERAL WAY, WASHINGTON

Dee Finney takes pride in many aspects of her life. She's proud of the fact that she was the first female to be hired in the garage at Hertz Rent A Car at the Sea-Tac Airport outside of Seattle. She's happy that she only has 14 years to go until she retires.

Finney is especially proud of her Teamster job and the security she has knowing that she'll have more than a Social Security check when she retires.

"I've always had trouble saving money," said Finney, a member of Local 117 in Seattle. "With my pension, though, I know I have the upper hand. It's reassuring to know that it's there—that the money is being saved for me. I'm just working and building my savings for when I retire."

Concerned Teamster

While Finney is confident in her retirement plans and her strong Teamster representation, certain things have made her concerned in the past few years. If politicians get their way, she said, only certain people will be able to have secure retirements.

"I get the feeling that Congress isn't doing everything they can to look out for working people," Finney said. "They could be doing a lot more in the way of

pension protection. I also realize that the company is trying hard not to put as much into our pension as they were in the past, but that's just how it works."

Finney said that no matter what happens in the halls of Congress, she knows that there is somebody looking out for her.

"As long as the union is standing behind me and my coworkers, those politicians are going to have a fight on their hands if they do anything to put our retirements in jeopardy," she said. "If we leave these things up to the politicians, our retirement money is just going back into the hands of Wall Street firms or people who are already making too much money as it is. Working people won't have any avenue for retirement if some politicians get their way."



"I get the feeling that Congress isn't doing everything they can to look out for working people."

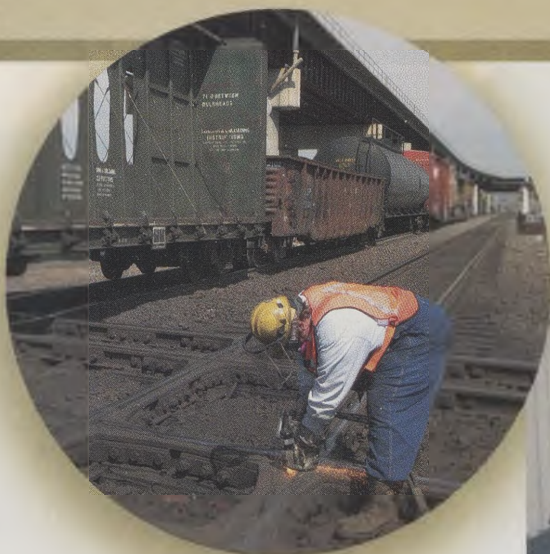
— DEE FINNEY

Retirement Plans

Finney lives in Federal Way outside of Seattle. She has a fiancé living in New York and talks about retirement and the places they want to travel together. Since she was a child, Finney has wanted to see Australia.

"I've been dying to go since I was 15," she said. "I know that with my pension, I'll be able to do more than just make ends meet in retirement. I'll get to do the things I always wanted. I have lots of friends who aren't in unions and I know their retirement isn't as secure as mine. My pension leaves theirs in the dirt."

"Every chance I get, I tell my friends to join a union—the Teamsters if they can," she said. "I do a lot of recruiting for the union because I realize how much it does for working people like me. With the union, you've got something backing you up."



David Louk KANSAS CITY, MISSOURI



"I'm not too hip on any type of politician or even the whole two-party system," said David Louk, a Union Pacific employee and Rail Division Teamster. "Those old goats only sit up there in Washington, D.C. and argue. The only time I feel uneasy about my money is when some out-of-touch politician has control over it."

Right now, Louk is leery of government intervention in pensions but he knows something has to be done to aid pension funds. He's retiring in six years and wants to know the status of the money he has worked hard for.

"A few months ago, my wife said, 'You've only got about six years to go before retirement. Aren't you excited?' I said I could get excited about retiring but not about turning 60 years old."

It was then that Louk started thinking about the money situation for retirement. He has a good pension coming to him from the Railroad Retirement system but he's concerned about pension plans in general and isn't convinced the government is worried about the plight of regular workers who are counting on pensions for retirement.

Louk participates in the Railroad Retirement system, a federal system that is

part of the Railroad Retirement Act that is administered by the U.S. Railroad Retirement Board. The system provides retirement and disability annuities for qualified employees, spouse annuities for their wives or husbands and survivor benefits for the families of deceased workers.

Currently, 227,000 employees are covered by the Railroad Retirement system. To protect the Railroad Retirement system, the Teamsters are working with other rail unions to insure full funding for Amtrak. As part of the effort, the Teamsters has coordinated several congressional lobby days in Washington, D.C. where rank and file members visited with members of Congress to educate them on the importance of Amtrak service in their districts and the need to fully fund it.

"With politicians, I see that they have no money problems and no idea what real work is," he said. "They never had to work day and night and they never got called out at 2 a.m. into 40-below weather. They've never been out of money. Politicians just can't appreciate how important pensions are to people like me," he said.

A Strong Union

Louk's pension is incredibly important to him. For 33 years, he has worked hard at

"Politicians just can't appreciate how important pensions are to people like me."

— DAVID LOUK

his job and worked a lot of overtime and it was all for one reason: growing his pension. Louk currently works on "frogs" for Union Pacific. Intersecting railroad tracks cross through each other on a special track section called a frog. When locomotives transfer wheels onto another rail the impact grinds down this section of the rail and Louk repairs them.

He already has his retirement plans laid out. He and his wife are going to live on the Lake of the Ozarks in Missouri.

Louk and his wife don't have children but they have an active family life. In April, his parents celebrated their 68th wedding anniversary. It was a poignant reminder to Louk how important security is in retirement.

"Thanks to a good pension and the backing of a strong union, I know my wife and I are also going to be taken care of in our retirement," he said.

Teamsters On Tour

Getting the Facts about Pension Reform

Teamster officials are bringing the truth about pensions to locals across the country, debunking rumors and lies and uniting members behind a massive effort to fight for retirement security.

The first meeting was held in March at Local 89 in Louisville, Kentucky, where hundreds of members turned out on a beautiful Sunday afternoon to get the facts about the pension crisis affecting thousands of plans in all industries.

"I thought it was a very positive meeting and very informative," said Eddie Wilke, a Local 89 steward and 23-year Teamster who works for UPS. "It helped us to understand what is really going on with pensions. The more the union will stand together, the better off we'll be in the long run."

Similar meetings also were held in Memphis, Tennessee and Toledo, Ohio, where members gathered to learn the truth about efforts to fight for their retirement future.

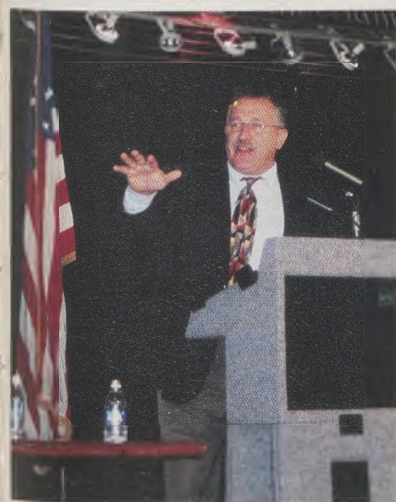
"The more informed that we all are about difficulties facing the country's pension

system, the better off we'll be in fighting to protect our benefits," said Fred Zuckerman, President of Local 89.

Acting as One

Teamsters are demanding that lawmakers step in and provide additional financial tools and funding flexibility to help pensions recover from the stock market slump of the past few years.

"It's crucial we start acting as one to secure our pensions," said Fred Gegare, an International Vice President and a Central States Pension Fund Trustee. "We all must be united behind pension protection legislation."



J.R. Botkins, a 32-year Local 89 Teamster who works for Allied Systems, said he now has a better understanding of how the federal pension law affects multi-employer plans and their funding.

"That was actually the turning point for me," Botkins said. "The whole time I had been thinking, 'How did this happen?' But I walked away feeling a whole lot better. It was the truth. You may not like it but you can live with it."

Protecting Our Funds

Teamsters Meet to Strengthen Pension Security

Faced with a national pension crisis, more than 250 Teamsters and benefit fund trustees gathered in March in San Diego to plan strategic and legislative initiatives that will protect and strengthen multi-employer pension plans.

"We are fighting to protect and fortify our pensions," said Jim Hoffa, Teamsters General President. "That means legislative relief in Washington and taking hard stances in negotiations with employers. These are tough times for pension plans across the board. And thanks to our strong contracts, Teamsters face more secure retirements than nonunion workers."

Last year, Congress acted to assist companies that participate in single-employer pension plans, but did nothing to resolve the same problems affecting multi-employer plans that guarantee the retirement security of union members.

Under Hoffa's leadership, the Teamsters Union has launched a massive national campaign to pressure Congress to pass pension protection legislation that gives multi-employer plans more flexibility to strengthen the system.

Necessary Action

Trustees are aggressively protecting Teamster pension plans and finding innovative ways to secure members' benefits. Charlie Byrnes, a Fund Trustee and Secretary-Treasurer of Local 926 in Pittsburgh, is taking on employers and asking tough questions.

Byrnes said that employer Trustees were being paid \$600 a month to attend Trustee meetings. Byrnes cut back on meetings to save money by holding them every other month. He started asking tough questions, demanding that money managers justify their costs and provide discounts.

"Don't let them confuse you. Don't be afraid to ask questions," Byrnes said at the Teamsters Trustee Education Program. "It's our fund. It's our money. Without the Teamsters there wouldn't be a fund."

For more information on the pension protection campaign, go online to www.unionvoice.org/campaign/pensionpetition and make your voice heard. Your retirement security is at stake.

Victory In The Valley

Transit Workers Join Local 166

When ATC Vancom continued to treat Cynthia Hernandez and her coworkers unfairly by changing their work schedules, disregarding their seniority and paying drivers with more experience much less, Hernandez was ready to scream. Instead, she picked up the phone.

Hernandez, the granddaughter of a Teamster truck driver, called Bloomington, California-based Local 166. Her call got the ball rolling on an organizing campaign that resulted in a resounding victo-

ry for the workers, who voted to become Teamsters.

"To me, the campaign wasn't about money, it was about respect," said Hernandez, who has worked for ATC Vancom for about three years.

Fighting for Respect

The unit of 101 workers consists of full- and part-time drivers, lead mechanics, mechanics, clerks, receptionists and utility workers. They serve the communities of Hesperia, Victor Valley, Victorville, Adelanto, Apple Valley and San Bernardino County.

The ATC employees had worked for three separate companies before ATC recently won the contract to provide transit services. As a result, there are wage disparities that need to be addressed in contract negotiations.

Hernandez said workers were hearing rumors about the merger, but the company kept them in the dark. "We read about the merger in the newspaper," she said.

The merger resulted in many workers with more experience getting paid less than drivers with little experience. Workers also lost their seniority. "I've lost my seniority four times since I've worked at ATC," Hernandez said.

Standing Together

Hernandez and her coworkers remained united throughout the campaign, noted Floyd Helms, a Local 166 business representative based in Barstow. "The workers are also seeking improved benefits, including better medical benefits," Helms said.

"We will negotiate a strong contract for these hardworking men and women," said Mike Bergen, Local 166 Secretary-Treasurer. "The contract will address the unfair disparities that exist."

Hernandez said joining the Teamsters has boosted unity in the workplace.

"The union has brought us together. Before, the workers from various departments kept to themselves. Now we're one big unit. It was never like that before," she said.



LOCAL 20

Delivery Connection

Drivers at Delivery Connection, who deliver furniture for Elder-Berman department stores, voted to join Local 20 in Toledo.

The drivers contacted the local after the company cut their pay, slashed their health care coverage and failed to pay them overtime. Shortly after the company found out about the organizing drive, they fired all seven workers.

"Local 20 filed an unfair labor practice charge, demanding that the workers be reinstated with full back pay. Six days later, the company reinstated the drivers and paid each about \$380 in back pay," said Norm Lewallen, a Local 20 organizer.

Later, the drivers voted 5-1 to join Local 20.

"Our President, Bill Lichtenwald, was instrumental in getting the drivers back to work," Lewallen said.

LOCAL 137

Land O' Lakes

Fifty workers at Land O' Lakes, Inc. in Orland, California overwhelmingly voted to join Local 137 in nearby Redding.

"We had trouble getting fair treatment from the company for a lot of years but people were afraid to do anything," said Rob Barker, an eight-year employee at the plant. "But finally we all realized it couldn't get much worse, so it was time to take action and stand up for ourselves."

The cheese processors, pasteurizers, lab technicians, shipping and receiving employees and other related workers, voted by a 2-1 margin in favor of union representation. The quest for job security, job

advancement, fairer wages and respect were the major issues of the campaign.

"The bosses told the workers that they could be fired and replaced at any time," said Dave Hawley, Local 137 Secretary-Treasurer. "Occasionally, they would get small raises, but then the company would raise the co-pay on their health insurance. They deserve better."

This was the second election at the facility in two years. Last year, the attempt at union representation was defeated by just one vote. In the days prior to the last election, the company made promises to improve health and welfare benefits, but failed to follow through on them once the vote was completed.

LOCAL 238

Farner-Bocken

Workers at Farner-Bocken, a freight hauling company, voted 13-3 to join Local 238 in Cedar Rapids, Iowa.

"Cost increases to the workers' health-insurance coverage angered many workers," said Jesse Case, an organizer with Local 238.

On Christmas Eve, the company informed workers that their medical insurance deductibles were increasing from \$1,000 to \$6,000 for families, and from \$500 to \$2,000 for singles. In addition, their prescription drug cards couldn't be used until they had reached their deductibles.

The workers responded by reaching out to Local 238, which provides solid representation to more than 6,000 Iowans.

LOCAL 89

Irving Materials

Local 89's campaign to organize workers at Irving Materials, Inc. (IMI) in Kentucky continues to roll,

with the latest victory a card-check agreement at the concrete company's facility in Harrodsburg.

David Swift, a business agent and organizer at the local, along with Mike Fackler, another business agent, have spent the last six months meeting with workers at IMI construction sites throughout Kentucky.

"Local 89 already has several IMI concrete locations under contract and our goal is to organize all of the work sites," said Fred Zuckerman, President of Local 89 in Louisville, Kentucky. "Most IMI locations have five to 10 employees. By organizing more sites, the contracts negotiated will get stronger."

Within the last year, Local 89 has won elections in Hopkinsville, Campbellsville, Brandenburg and Winchester. In the most recent victory, the company recognized Local 89 as the bargaining representative through a card-check agreement. Local 89 hopes to organize an additional 12 to 15 IMI locations in the near future.

"By reaching out to all locations, our current members, along with our new members, will have the representation needed to get fair wages and benefits, and will build unity and strength in our construction division," said Kevin Evans, a Local 89 organizer.

LOCAL 495

Caterpillar Logistics

Workers at an auto parts distribution center, who are concerned about their job security, voted to join Local 495 in Pico Rivera, California by more than a 2-1 margin.

The 23 eligible voters work at the Mazda Auto Parts Distribution Center in Ontario, California, but are employed by Caterpillar Logistics.

Approximately 25 other people employed by a temporary agency work at the plant and Local 495 leaders hope to make those workers part of the collective bargaining unit as contract negotiations proceed.

"Job security is the workers' biggest issue," said Hector Delgado, a Local 495 organizer. "When Caterpillar took over management from Mazda, Caterpillar took away the workers' pension plan and cut wages in half."

LOCAL 142

Kemiron/Eaglebrook Express

Tankhaul drivers in Schererville, Indiana now have a stronger voice after voting to join Local 142 in Gary, Indiana. Recently, the 44 drivers at Kemiron/Eaglebrook Express voted 28-13 in favor of Teamster representation. The workers haul acid used in steel mills.

"This is a classic organizing campaign that everyone wants to have," said Larry Regan, a Local 142 business agent. "These drivers are very union-minded. They took the company on at a company meeting and turned it into a union meeting."

The drivers' main concerns are Teamster benefits, retirement and job security. The company is a leading global manufacturer and distributor of industrial, water treatment, pulp and paper chemicals.

Others who assisted in the organizing campaign were Mike DiGrazia, Joint Council 25 Organizing Director, and Steve Matter, Local 705's Tankhaul Division organizer.

"Don Rippe headed the committee and did a fantastic job," said Les Lis, a Local 142 business agent. "He was the spark that turned this into a great organizing victory."

Getting ORGANIZED



Organizing Conference Acknowledges Victories, Details Goals

"Brothers and sisters, we are in the midst of an organizing revolution," said Jeff Farmer, Director of the Teamsters Organizing Department, in addressing more than 300 organizers at the Teamsters Organizers Conference in March. "In 2004, more than 22,000 workers were organized with your assistance."

The effects of organizing have spread throughout the Teamsters, Farmer reported. "Forty-five locals and Joint Councils have added organizers within the past year," he said. "And we have conducted more than 50 organizing training sessions across the country."

This year's Organizing Conference featured numerous success stories, as well as several workshops and a major rally in support of drivers at the port of Miami. The conference also emphasized the results of implementing the department's strategies for organizing workers.

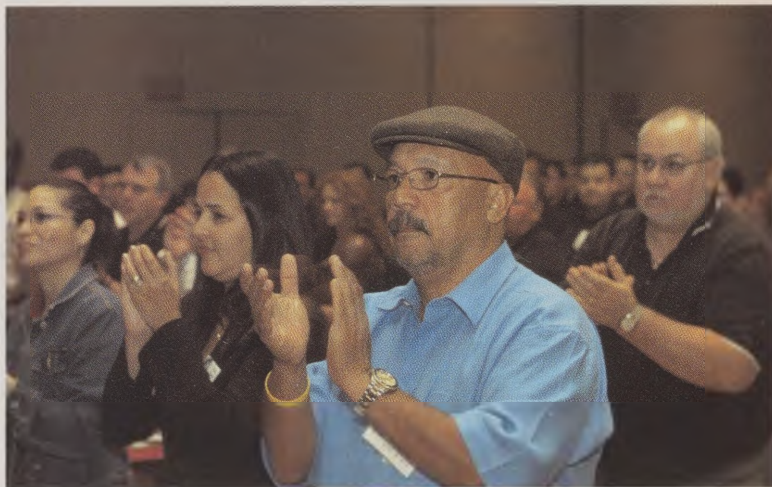
"Our organizing campaign tools used to be trinkets like T-shirts and hats," said Roger Insprucker, President of the Ohio Conference of Teamsters. "Those worked with mom-and-pop operations but today we're dealing with corporate America."

Multi-Step Strategy

Insprucker, a 39-year Teamster, pointed out that the Ohio Conference had organized numerous workers in 2004 by sticking to the Organizing Department's multi-step strategy for assisting workers' unionization efforts.

"To be successful, we need a strategy and someone who can walk us through an organizing campaign step-by-step," Insprucker said. "That's what's so great about the Organizing Department."

Many local, Joint Council and International Organizers addressed attendees, detailing local victories and the nationwide campaigns in the solid waste, freight and carhaul industries, as



well as DHL independent cartage contractors (ICCs) and Quebecor World printing facilities.

Numerous local organizers praised the organizing model implemented by the Organizing Department. Luz Perez, Director of Organizing for Local 901 in San Juan, Puerto Rico, said, "There's nothing like worker-to-worker contact." In 2004, Perez helped organize workers at a DHL ICC and a solid waste facility. Bert Haft, Organizing Director of the Graphic Communications Conference (GCC), explained the leverage campaign the conference is applying against Quebecor World, a printing behemoth that employs more than 37,000 workers in 17 countries. "In two-and-a-half years, with a staff of new organizers, we've made significant progress," Haft said.

Winning Public Support

Some at the conference talked about how winning support of the public was essential in their campaigns. Steve Sullivan,

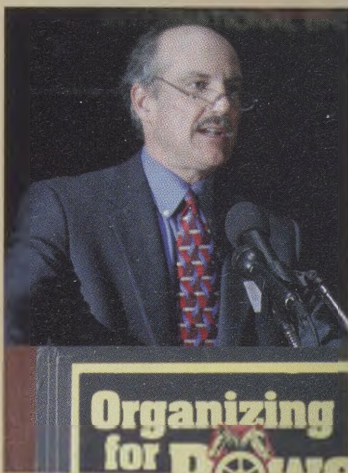
Q&A: Jeff Farmer

Teamsters Organizing Director

Under the direction of Jeff Farmer, Teamster organizers are hard at work expanding the power of the union. *Teamster* magazine recently sat down with the union's Director of Organizing to find out more about where the organizing program is going and the challenges it faces along the way.

Q. Why is organizing so important to the future of the union?

A. It's really pretty basic—there's strength in numbers. Organizing is about building Teamster power for our members—the clout for strong, industry-leading contracts. And, of course, organizing brings dignity and respect to nonunion workers when they join the Teamster family.



We belong to the most powerful union in North America. But to maintain and grow that power, we have to be the largest and fastest growing union too. That's the big challenge and that's what we're aiming for.

Q. What are some of the challenges the Teamsters face in their organizing campaigns?

A. First and foremost, it's employer opposition. Employers across the country are engaging in increasingly sophisticated, nationally coordinated anti-worker campaigns. We regularly see management harass, threaten, and intimidate workers, change operations, and even fire union supporters, all to discourage workers from joining a union and getting the protection and benefits of a strong Teamster contract. Companies like Allied Waste/BFI, Waste Management, DHL and USF Dugan, among others, have done everything they can to keep employees from organizing with the Teamsters.

Q. Why are meetings like this year's Organizing Conference important?

A. Our theme at these conferences is "Building a Mighty Army," and this conference gave us a chance to build a more professional army of organizers—with more than a dozen workshops ranging from immigrant rights to campaign communications to organizing and the law.

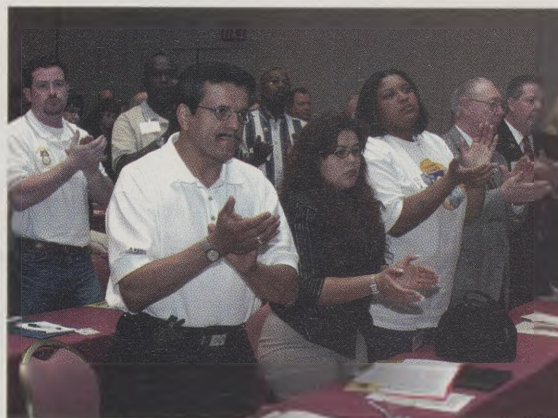
This is a diverse group of people—as you'd expect from such a large and diverse union. When organizers get to know each other, they're more likely to pick up the phone and share strategies and tactics. And they leave conferences like this one motivated and rejuvenated for the battles ahead, knowing the entire Teamsters Union is behind them.

Q. How can rank-and-file members support organizing?

A. Members can volunteer to work on organizing campaigns at their locals or simply reach out to potential members in their industry and talk to them about the benefits of being a Teamster. Right now we're asking UPS drivers and Teamster freight members who see DHL delivery drivers on their routes to stop and talk to them. No one is more believable about the benefits of being a Teamster than a Teamster member.

"Organizers came in from the International and helped out. The International's program works."

— JOHN SHERMAN, LOCAL 769 ORGANIZER



Organizing Director for Local 25 in Boston, cited a campaign at Veterans Transportation Services, Inc. in Waltham, Massachusetts as an example of the importance of public support. During the campaign, Sullivan solicited a letter from Teamster mechanics at the facility and appealed to a community voice.

"The drivers listen to a Haitian DJ during the day," Sullivan said. Soon, he won the broadcaster's support. "He invited us on his show to field questions from workers and their families. Reaching the workers' community was a key to building cohesiveness and winning that campaign."

Local 769 in Miami is also engaged in multiple organizing campaigns. Recently, nearly 1,000 Ft. Lauderdale municipal employees voted to become Teamsters. "We utilized contacts with state and local politicians, police officers, anyone who was concerned with standard working conditions," said Josh Zivalich, Local 769's Secretary-Treasurer. "The community support really helped our campaign."

"We built a volunteer organizing committee of people in different departments, met with workers one-on-one, and we distributed fliers," added John Sherman, a Local 769 organizer. "Organizers came in from the International Union and helped out. The Teamsters program works."



Practical Knowledge Workshops Provide Useful Tools



From "Evaluating Your Campaign," to "Strategic Targeting" the Second Annual Teamsters Organizing Conference included eight different workshops on key topics affecting organizers, workers and campaigns.

"In addition to feeling energized about building

Teamster strength and power, we want organizers to walk away from the conference with hands-on, practical knowledge," said Jeff Farmer, Teamsters Organizing Director. "We design the workshops to deliver just that."

Conference workshops included:

- **"Evaluating Your Campaign"** Workshop leaders reviewed techniques and methods to help predict which campaigns are more likely to succeed in bringing in new members and increase bargaining power for current members.

- **"Organizing and the Law I: Recognition" and "Organizing and the Law II: Other Topics"** Topics included voluntary recognition, election-day issues, post-election challenges, access to employer property, NLRB (National Labor Review Board) procedure relating to the processing and investigation of unfair labor practices, picketing and hand-billing.

- **"Strategic Targeting"** Participants discussed concepts of union

power and work through an exercise to select "smart" organizing targets to increase real bargaining power.

- **"Tracking Campaign Information"** Participants explored various ways to manage worker information, from building initial lists to tracking assessments and using that information to develop campaign strategies and make decisions.

- **"The Teamsters Organizing Model"** Participants discussed campaign reconnaissance, leadership identification, representative organizing committees, building majorities and winning recognition.

- **"Organizing and Immigration Rights"** Attendees discussed issues specific to immigrant workers and organizers drew on their experience in the food processing industry.

- **"More Effective Campaign Literature"** Participants learned how worker-to-worker, issue-oriented literature improves communication with key workers.

- **"The Employer's Campaign"** Participants discovered what organizers are up against in terms of anti-worker, anti-union materials and other facets of the employer's campaign.



Port Support 300 Organizers Hold Rally at Port of Miami

While attending the annual Organizing Conference, more than 300 organizers from around the country joined Port Division leaders to hold a rally in support of drivers at the Port of Miami who have been ordered by the federal courts to suspend any and all protests against shippers and carriers.

The Port Division is running a national campaign to organize all port drivers, who are widely viewed as the most exploited truckers in the world. The drivers at the Port of Miami took part in a national work

stoppage last June and were forced back to work when the county and terminal operators filed an injunction against the workers. A federal court ruled that as independent contractors they violated anti-trust laws with the work stoppage.

"There are 1,700 port drivers in Miami," said Guillermo Perez, a driver who was worked in the port industry for 18 years. "There are delays in the port, no respect shown to the drivers and a now a court order that made us go back to work last July when we took a stand. Now we are in mediation."

Widespread Abuse

Perez's frustration is something all port drivers share. They have essentially been told by the federal court that they have no rights as workers to fight the widespread abuse by steamship lines.

"We are out here today to return a voice to workers who have been undercut by the system," said Chuck Mack, Director of the Teamsters Port Division. "This is a battle that we as Teamsters must fight for every driver in every port across America."

Port drivers honked their horns and gave the thumbs up as they passed the rally, appreciative of the support offered by the union.

"We need to stop the abuse of port drivers," said Eduardo Verdades, a 24-year support-trucking driver. "We believe that the Teamsters can represent us."



Gateway To

R E S P E C T →

DHL EMPLOYEES WIN HISTORIC CONTRACT AT JFK

For the last eight years, Camille Pedretti has worked for DHL at New York's John F. Kennedy Airport. She works the night shift as an International Station Agent entering important data about shipments. During those eight years, Pedretti has been an exemplary employee. She has won awards and is well-liked by her colleagues and supervisors.

But Pedretti and her coworkers proved tougher than management bargained for when they successfully unionized the DHL gateway at the airport and more than 330 new members of Locals 295 and 851 ratified their first contracts earlier this year. The two New York City-area locals are the first to win contracts for new units at DHL.

"Management listens to us now. It's not just one-sided. We have respect and a voice on the job," Pedretti said. "The

Teamsters have a lot to do with that."

The JFK workers staff a 24-hour, seven-day-a-week international plane hub. The new Teamsters work in Building 263 at JFK International Airport, one of the world's busiest airports.

"These new contracts are historic and show the way to union representation for DHL employees across the country," said Jim Hoffa, Teamsters General President.

Excellent Contract

Local 295 represents the drivers and warehouse workers while Local 851 represents the clerical staff at DHL's gateway facility. The locals waged a joint organizing drive and then worked together to negotiate the contracts.

"When we first started organizing, most of the employees really didn't know

what a union was. We had to start by teaching them about unions and it worked," said Tom Conelias, President of Local 851. "We went from a close organizing victory to a 99 percent vote in favor of ratifying the contract. It was amazing. We

"With the union, we feel secure and safe because we have somebody who will stand up for us."

— CAMILLE PEDRETTI, DHL TEAMSTER





got a standing ovation as we reviewed the highlights of the contract. Now, these members are turning out for our membership meetings. It's a great feeling to see how this shop has come around."

Highlights of the contracts include wage increases, 100 percent employer-paid health premiums, pension contributions for the first time, and seniority and bidding rights.

"Our negotiating committee did an excellent job," said Anthony Blandino, a Facility Maintenance Mechanic at Building 263 for the last seven years and now a member of Local 295. "We went from paying up to \$200 every two weeks for medical coverage to paying nothing for the same, or better benefits, from getting maybe three percent raises every year to getting raises every six months, from having a pension no one knew anything about to having one even management wishes they had, from seniority meaning nothing to meaning everything. We finally have the respect and benefits we deserve."

"Before we became Teamsters, we had a pension plan that was really hard to figure out and we never got straightforward answers when we asked about it," said Debbie Contello, a new member of Local 851 who has worked at Building 263 for almost 20 years. "Same thing when we asked about vacation days. Now, with the union, there are no more secrets. Everything is open and honest."

Respect and a Voice

Soon after Pedretti was told not to be so vocal in the campaign, she injured her shoulder and, after extensive surgery, was forced to go on disability. When she was ready to go back to work, her supervisor said there was no longer enough work to hire her back. The supervisor said she could re-apply for employment in another department, "if there were any jobs." The company eventually hired her as a part-timer in a new job, in a new department.

Pedretti called Conelias and let him know what was going on.



"We were almost done negotiating the contract. But we couldn't start out on such a bad note. I told management that we would not sign the contract until Camille got her old, full-time job back," Conelias said.

The company backed down and she is working the night shift again.

"I am so happy to be back. With the union, we feel secure and safe because we have somebody who will stand up for us," Pedretti said.

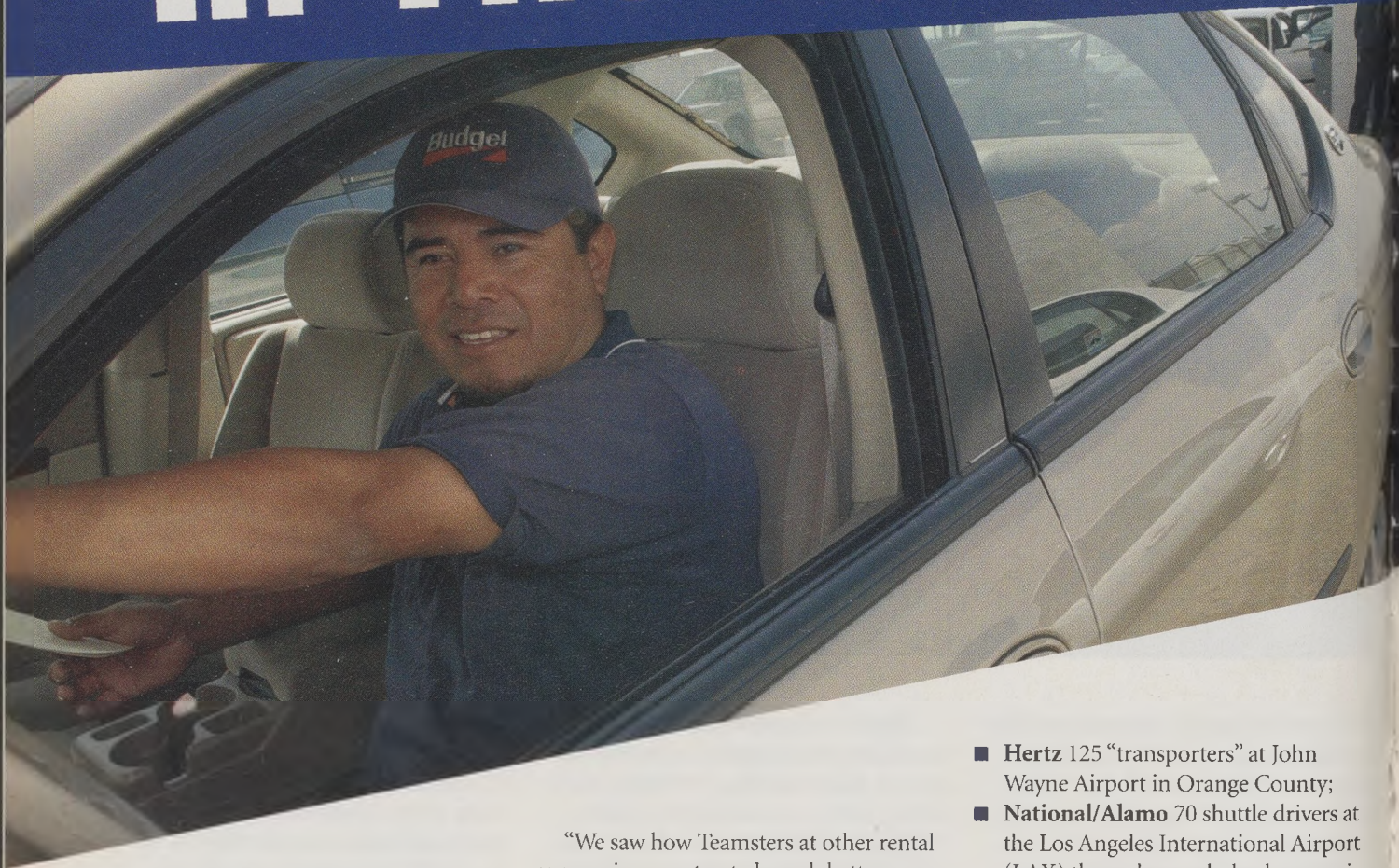
Standing Together

"Since DHL purchased Airborne Express, it has tried to isolate its nonunion employees to prevent them from becoming Teamsters," said Walter Kane, an attorney for Local 295. "But these two locals broke through the wall and brought the union to the employees of Building 263. This contract is such a success that it will send a loud message to DHL workers across the country: it's time to join the Teamsters."

The Building 263 workers received a lot of support from other Local 295 members who came into contact with them on the job, as well as from DHL workers at other shops who have experienced what it means to be a Teamster since DHL purchased Airborne Express.

"This victory was all about unity," said Lou Calemene, President of Local 295. "I thank everyone who took part in this struggle. This is what the labor movement is all about—standing together for justice."

In The Driver's S



Hector Tomas was tired of being treated like an object. “We were not being respected as employees,” said Tomas, a rental agent for Budget at the Ontario International Airport in Los Angeles. “Our seniority was not being respected. We were being treated like objects instead of people.”

So Tomas and 54 of his fellow rental agents, rapid-return agents, service agents and shuttle drivers decided to improve their lives and secure their future by joining Local 495 in Pico Rivera, California. It was a wise choice—Local 495 represents 1,600 employees at vehicle-rental agencies at the Ontario airport and four other airports in Southern California.

“We saw how Teamsters at other rental companies were treated much better, so we decided to make our own futures brighter,” Tomas said.

Card-Check Victory

Budget granted card-check recognition to the 55 employees earlier this year. Card-check is a procedure where signed authorization cards are checked against a list of employees to determine if the union has majority status. The employer recognizes the union on the basis of this card check without the necessity of a formal election.

Local 495 now represents the entire Budget unit at the Ontario airport, which also includes service agents, tire and lube workers, rental representatives and shuttle crews. The workers’ victory is just the latest involving Local 495. Other recent victories include:

- **Hertz** 125 “transporters” at John Wayne Airport in Orange County;
- **National/Alamo** 70 shuttle drivers at the Los Angeles International Airport (LAX) through a card-check recognition agreement;
- **Hertz** 20 shuttle drivers at Long Beach Airport joined through a card-check agreement. Local 495 leveraged its other Hertz employees—rental representatives and service agents—in the campaign; and
- **Budget** 20 bus drivers, rapid-return agents and rental agents at the Burbank Airport joined through a card-check agreement. Since then, workers ratified a five-year contract that improved wages, substantially boosted the company’s pension plan and maintained a company-matched 401(k) plan.

In addition to the organizing victories, Local 495’s Secretary-Treasurer Bob Lennox recently negotiated a new Hertz

s Seat



Western Region Master Agreement. The five-year contract covers 1,100 workers from Seattle to San Diego, as well as Arizona, New Mexico and Utah. The pact includes wage increases and other improvements.

Local 495 hired a new organizer, Hector Delgado, earlier this year to boost its local organizing efforts.

Team Success

"Everybody here works as a team—the business agents, stewards, local leaders," Delgado said. "Bob Lennox has made organizing a priority and it shows by the success we've had."

"We try to target infrastructure sites—workplaces that can't move or relocate. Vehicle rental agencies fit that description," Lennox said. "We also focus on mechanic-based services such as these rental agencies. It makes it a natural target for the Industrial Trades Division."

Jim Lennox, a Local 495 business agent, is in constant contact with Teamsters at the five airports. As he makes his rounds, he has become familiar to the

nonunion workers as well, which has provided a big boost to organizing.

"When the nonunion workers began having problems, they reach out to us," Jim Lennox said. "It really helps to make yourself known to all the workers."

Jim MacLeay, who has worked at Budget at the Burbank Airport for more than 18 years, is glad to have a voice now—and a solid Teamster contract.

"As Teamsters, we're now a group instead of just one person," MacLeay said. "We saw the great benefits the Avis workers were receiving as Teamsters. It feels really good to be a Teamster."

Master Agreement Boosts Hertz Workers

More than 1,100 vehicle-rental workers in the West have a more secure future thanks to the new Hertz Western Region Master Agreement.

The five-year agreement calls for annual wage increases of 3.5 percent to 4 percent, and a 21-cent-per-hour pension plan boost over the term of the contract. The Teamsters also won improvements to the workers "leave of absence" policy, and workers will now get paid overtime for the sixth and seventh day when there is a master shift change.

The contract also makes sure workers stay in the Teamsters' health care plan, and it calls for a "super buffer," which protects workers from additional co-pays for the term of the contract. The company had desperately wanted to pull workers out of the union plan and into the company plan.

Complete Support

"We took it to the membership and they stood with the local, giving a unanimous strike authorization vote," said Bob Lennox, Secretary-Treasurer of Local 495 who is also Director of the Western Region for the Industrial Trades Division. "There was no way the workers were going to accept the company's health care plan."

"None of this was done without the complete support of the membership," said Mary Gavin, a 26-year member of Local 495 and chief shop steward at LAX. "We're thrilled with the outcome. And we're also happy with a lengthier contract. Five years gives us footing. You can take out a car loan and pay it off; you can build five more years of equity in your home. It's really the best."

REPORT 86 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Benjamin R. Civiletti

Joseph E. diGenova

William H. Webster

DATED: May 4, 2005

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eighty-sixth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including three new Investigative Reports, two Agreements and the status of pending charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORTS

A. ANTHONY FANDACONE - Local 295, Valley Stream, New York

On April 13, 2005, the IRB issued an Investigative Report to the Members of Local 295 Executive Board concerning member Anthony Fandacone. The Report recommended that Mr. Fandacone be charged with bringing reproach upon the IBT by refusing to appear for his scheduled in-person sworn examination. The Executive Board was given 90 days to file the charge, hold a hearing and forward a final written report to the IRB. On May 2, 2005, the Local notified the Chief Investigator that it would inform Mr. Fandacone of a date to appear at a disciplinary hearing at Local 295.

Mr. Fandacone through counsel said he is willing to appear and give sworn testimony before the IRB. The IRB has this matter under consideration.

B. JOSEPH LAMPASONA - Local 295, Valley Stream, New York

On April 13, 2005, the IRB issued an Investigative Report to the Members of Local 295 Executive Board concerning member Joseph Lampasona. The Report recommended that Mr. Lampasona be charged with bringing reproach upon the IBT by refusing to appear for his scheduled in-person sworn examination. The Executive Board was given 90 days to file the charge, hold a hearing and forward a final written report to the IRB. On May 2, 2005, the Local notified the Chief Investigator that it would inform Mr. Lampasona of a date to appear at a disciplinary hearing at Local 295.

Mr. Lampasona through counsel said he is willing to appear and give sworn testimony before the IRB. The IRB has this matter under consideration.

C. THOMAS CALABRESE - LOCAL 851, VALLEY STREAM, NEW YORK

On May 4, 2005, the IRB issued an Investigative Report to the Members of Local 851 Executive Board concerning member Thomas Calabrese. The Report recommended that Mr. Calabrese be charged with bringing reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The Executive Board was given 90 days to file the charge, hold a hearing and forward a final written report to the IRB.

III. MEMBERS ACTION PRIOR TO IRB PROPOSED CHARGES

A. PHILIP FASULO - Local 813, Long Island City, New York

Before formal charges could be recommended by the IRB to the IBT, Philip Fasulo, former member of Local 813, submitted an Agreement to the IRB. The Chief Investigator had scheduled an in-person sworn examination of Mr. Fasulo. At the sworn examination Mr. Fasulo would have been questioned regarding, among other things, his membership in Local 813 and whether he had any contacts with individuals who had ties to organized crime. He did not appear for that sworn examination. In the Agreement, while not admitting or denying wrongdoing, Mr. Fasulo agreed to permanently resign from the IBT and Local 813. The IRB found the Agreement served to resolve the matter and forwarded it to United States District Judge Preska for review.

B. THOMAS CERBONE - Local 851, Valley Stream, New York

Before formal charges could be recommended by the IRB to the IBT, Thomas Cerbone, former member of Local 851, submitted an Agreement to the IRB. The Chief Investigator held an in-person sworn examination of Mr. Cerbone and questioned him on, among other things, his membership in Local 851 and whether he had any contact with individuals who had ties to organized crime, and whether he had ever solicited drivers to pay money to him in return for their employment. In the Agreement, while not admitting or denying wrongdoing, Mr. Cerbone agreed to permanently resign from the IBT and Local 851. The IRB found the Agreement served to resolve the matter and forwarded it to United States District Judge Preska for review.

IV. STATUS OF PREVIOUS IRB CHARGES

A. SCOTT DOYLE - Local 456, Elmsford, New York

We have previously informed you that Local 456 Member Scott Doyle failed to cooperate with the IRB by refusing to answer approximately thirty questions during his in-person sworn examination. Charges were filed and the Article XIX hearing panel found that the charges were proved.

Mr. Hoffa accepted the hearing panel recommendation and permanently barred Mr. Doyle from Local 456, the IBT and all IBT entities. The IRB notified Mr. Hoffa that his decision was not inadequate. Mr. Doyle then appealed the recommendation of the hearing panel, the General President's decision, and the IRB's determination and asked the IRB to submit the matter to the United States District Court. Subsequent to the IRB's submission of documents to Judge Preska, Mr. Doyle decided not to appeal to the court. On April 13, 2005, the IRB notified Mr. Hoffa that there was no reason to change the IRB's original conclusion.

B. JOSEPH L. BERNSTEIN - LOCAL 781, DES PLAINES, ILLINOIS

We have previously informed you that Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein allegedly brought reproach upon the IBT and violated his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. The IBT hearing panel found Mr. Bernstein guilty as charged. General President Hoffa adopted the hearing panel's recommendation and prohibited Mr. Bernstein from ever reclaiming membership in the IBT or participating in the affairs of any IBT affiliates but he was not prohibited from contact and association with IBT officers, members, employees, representatives and agents with respect to matters that do not involve union business.

On March 8, 2005, the IRB notified Mr. Hoffa that given Mr. Bernstein's conduct the IRB found the sanction imposed upon him inadequate. Mr. Hoffa's response was that he was standing by his original decision. The IRB informed Mr. Hoffa that his decision was inadequate and the IRB scheduled a new hearing on Mr. Bernstein for June 6, 2005.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received

approximately 85 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VI. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

Reaching Out



Teamster Delivers Supplies to Tsunami-Torn Region

As a 27-year UPS Teamster, one of Kevin O'Donnell's most prized benefits is the seven weeks a year of paid vacation that he accrues. He uses that vacation time to set off on adventurous expeditions, such as scuba diving and skiing, all over the world.

"I love to travel," said O'Donnell, who sorts packages at the UPS depot in Dayton, Ohio as a member of Local 957. "My vacation benefits as a Teamster mean I can see a lot of different places."

In May 2004, he purchased a ticket to fly to Cambodia and Thailand in February 2005 for a scuba diving adventure—his first visit to Southeast Asia. Then, on December 26, 2004, a devastating tsunami roared through the area where he was scheduled to travel.

O'Donnell decided this was his opportunity to help. He bought toothbrushes and tubes of toothpaste to give children in the affected areas. His UPS

supervisor donated Frisbees and hats for him to distribute, and O'Donnell also planned to take a number of UPS shirts for the children.

Kids Helping Kids

To earn extra money for his travels, O'Donnell works as a substitute teacher in the Kettering City School District in Ohio. After mentioning the trip to his fellow teachers, dozens of students collected school supplies and cash to send with O'Donnell.

"I couldn't fit all the supplies in my duffel bag—they were so generous," O'Donnell said. "This is a case of kids and Teamsters doing good together."

The students donated crayons, markers, pencils, pens, handheld calculators, erasers and pencil sharpeners. Students also wrote letters for O'Donnell to give to Thai students on the other side of the ocean.

Rewarding Experience

Once on the ground in Thailand, O'Donnell asked local residents for a recommendation of what school he should visit to take his bevy of supplies. He settled on Ban Kalim School, which is located just across the street from Patong Beach in southwest Thailand—one of the tsunami-affected areas. Before returning home, O'Donnell picked up letters from the kids at Ban Kalim to take back to students at the Kettering City School District.

Many of the students have written back to their new friends on the other side of the globe and O'Donnell said he plans to return to Thailand in November for another two weeks, and he will visit the Ban Kalim School again while he is there.

"It was a real, real rewarding experience to be able to help out," O'Donnell said. "To me, kids are kids, no matter where in the world they are."

ELECTION SUPERVISOR'S REPORT

PREPARATIONS CONTINUE FOR LOCAL UNION DELEGATE ELECTIONS

ELECTION SUPERVISOR OPENS OFFICE IN WASHINGTON, D.C.
FOR DURATION OF THE 2005-2006 ELECTION CYCLE

ELECTION SUPERVISOR REGIONAL STAFF IN PLACE

ELECTION RULES TO BE FINALIZED

ELECTION INFORMATION AND FORMS AVAILABLE AT IBTVOTE.ORG

IBT Local Unions have started the process of electing delegates for the 27th International Convention of the IBT, to be held in Las Vegas, Nevada in June 2006. Each IBT local union must elect delegates to send to the International Convention, and must conduct the election by the procedures in the proposed *Rules for the 2005-2006 IBT International Union Delegate and Officer Election (the "2006 Rules")*. Local unions have received instructions on how to prepare a plan for the delegate election. Most plans are due to the Election Supervisor by September 30 and will be reviewed for approval after that date, and most of the delegate nominations and elections will take place from January through April 2006. However, local unions with 10% or more of the membership employed by a seasonal food industry employer, and local unions with officer elections regularly scheduled for the fall of 2005 may be conducting delegate nominations and elections this year. You should receive notice by mail of the delegate nominations and elections at your local union. Advance notice of the nomination and election events will also be posted on local union bulletin boards. As local unions submit their plans and nomination and election events are scheduled, the Election Supervisor's website, www.ibtvote.org, will post a master calendar of dates.

In June 2005, the Election Supervisor's Office moved to the Washington, D.C. location that it will occupy for the duration of the 2005-2006 election cycle. The address and telephone contact information for the Election Supervisor's Office is:

Richard W. Mark
Office of the Election Supervisor
for the International Brotherhood of Teamsters
1725 K Street, N.W.
Suite 1400
Washington, D.C. 20006
Phone: 1-888-428-2006 (Toll Free)

The Election Supervisor has designated Regional Directors around the United States and Canada. These Regional Directors are available to provide guidance to Local Unions in conducting the nomination and election of delegates, to provide information about the *2006 Rules* and procedures relating to the IBT International Officer Election, and to investigate protests. You can find a list of Regional Directors, with contact information, at www.ibtvote.org.

The official comment period for the *2006 Rules* ended on June 3, 2005 (the *2006 Rules* remain available at www.ibtvote.org). After the comments have been reviewed by the IBT and the Government, the proposed rules be finalized and submitted to the United States District Court for the Southern District of New York for approval after June 3, 2005. The Government and the IBT will ask the U.S. District Court for the Southern District of New York to approve the *2006 Rules*, retroactive to May 1, 2005. **The 2006 Rules as published for comment have been in effect as of May 1, 2005. Members, potential candidates, independent committees and all affiliates must abide by the 2006 Rules as published for comment, including compliance with all provisions concerning campaign activities, fundraising, reporting and other requirements and obligations.** Appropriate provision will be made in the final *2006 Rules* with respect to the application of any changes from the *2006 Rules* as published for comment.

For information about the election process, forms, schedules, calendars, and protest decisions, please visit www.ibtvote.org. We will also continue to provide updates on our work for the 2005-2006 IBT International Union Delegate and Officer Elections in the *Teamster*.

Richard W. Mark
Election Supervisor

How do **you think**
the **Labor Movement** can
better appeal to
younger workers?

The New James R. Hoffa
Memorial Scholarship Fund
2005 Essay Contest

For High School Graduates, Age 23 and Younger, who are
Children or Grandchildren of Teamster Members

For more information, contact your local Teamsters Union office
or visit www.teamster.org
Deadline for submissions is September 30, 2005



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LEAD MOVEMENT TO
REFORM AFL-CIO PAGE 16

TEAMSTER

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Joint
Council
No. 28

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No. 28



A+ ORGANIZING

1,000 School Workers Join Local 763



www.teamster.org

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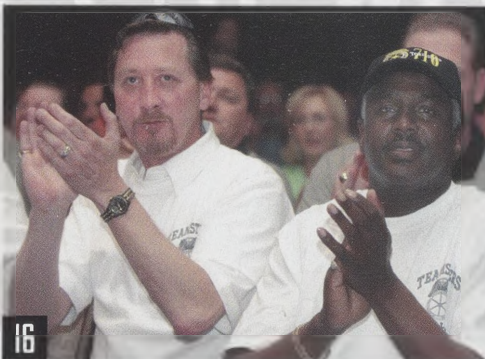
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TEAMSTER

www.teamster.org



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A MESSAGE FROM THE GENERAL PRESIDENT

Rebuilding The Labor Movement

There has never been a greater urgency to organize the unorganized.

Big Business has never been more powerful than it is today. And the consequences resulting from the dominance of corporate special interests are all too familiar: low wages, jobs moving overseas, the erosion of worker protections, disappearing pensions and skyrocketing health care costs for workers. In that kind of anti-worker environment, it's not easy being on your own. And with most politicians catering exclusively to the needs of corporations, workers need a union to stand with them now more than ever.

Workers in the retail sector are not happy making \$7 an hour with no benefits. Construction workers want and need on-the-job protections. And truckers driving 16 hours a day to make ends meet aren't proud to be nonunion.

We must marshal our collective resources and deploy them to make a difference for workers—to organize the unorganized and grow our great union. The Teamsters Union is committed to that vision.

Change to Win

My father worked tirelessly to build the Teamsters Union and to bring American workers into the middle class. When he was able to bring the entire trucking industry under one national contract, truck drivers and warehousemen were able to buy homes, send their kids to college, and have leisure

time with their families. That was called the American Dream, but that dream has been stolen from American workers.

That is why the Teamsters—along with the SEIU, UFCW, UNITE HERE, the Laborers and the Carpenters—have formed the Change to Win Coalition, a new alliance devoted to rebuilding American labor. We believe that the AFL-CIO must be reformed in order to lead a new, vibrant labor movement. Workers in America are under daily assault from unrestrained corporations, hostile political leadership, and a rapidly changing global economy. Unfortunately, the organization that is supposed to fight for American workers—the AFL-CIO—is not structured to build real power for working people. If American workers have a hope of reversing the long slide in their living standards and rights on the job, a revitalized labor movement is essential.

American workers cannot win a better life unless more workers belong to unions. By joining with the most progressive, dynamic unions in the land, we can begin to rebuild the labor movement and organize the 90 percent of private sector workers who don't have union representation. It is time to reclaim the American Dream. And working together is the key to success.

James P. Hoffa

Pop Stoppage

2,000 Teamsters Preserve Health Care at Coke

Teamsters in California and Connecticut won a battle with Coca-Cola Enterprises (CCE) after going out on strike until the corporation agreed to back down from its demand that 2,000 workers absorb more health care costs.

CCE refused to negotiate in good faith with Local 1035 in South Windsor, Connecticut and Locals 848, 896, 952 and 986 in the Los Angeles area.

"It was a tough fight but our members stayed committed to seeing this through," said Jim Santangelo, President of Joint Council 42 and Secretary-Treasurer of Local 848.

The workers stayed united against CCE, picketing until they had ratified contracts in both states. With the rising cost of health care becoming a larger problem in America, it was of utmost importance that workers win this fight.

"This is a big win for the 400 Coca-Cola drivers, warehousemen and vending machine drivers at our local,"

said Chris Roos, President of Local 1035. "We went back and forth with the company, but in the end it was our persistence that counted."

Boycott Call

In Los Angeles, Teamsters circulated fliers at stores and baseball games asking consumers to boycott Coke products. Reminiscent of the Ralph's and Albertson's grocery workers' fight over health care benefits in 2004, consumers stopped buying Coke products—an impact felt by the company.

"Even the customers at Sam's Clubs supported us," said Patrick Kelly, Secretary-Treasurer of Local 952. "They understood the health care issue and how it hurt our members."

"All the locals really pulled together to beat Coke," said Steve Scaloni, a garage mechanic at Coca-Cola and member of Local 1035. "I felt like a true Teamster with the

power of the union behind us."

"Our brothers and sisters in Hartford and Los Angeles did a terrific job negotiating and the picketing targets were very effective," said Jack Cipriani, Director of the Teamsters Brewery and Soft Drink Workers Conference. "Coca-Cola is

a large company and we really have to watch them at every bargaining session because they always want to cut costs. With these contracts we were able to win an increase in wages and strengthened benefits for our members, the most important things to us."



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"Never Again"

Family of BLET Member Meets With Congressman

In January 2005, the Seeling family experienced a tragedy. Their son, Chris Seeling, was killed in a rail accident in Graniteville, South Carolina. Chris was an engineer for Norfolk Southern and member of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a division of the Teamsters Rail Conference.

On January 6, a Norfolk Southern train carrying liquefied chlorine traveled into the town of Graniteville. Unbeknownst to Seeling, a switch along the track had not been set properly. The train proceeded onto a side track where a set of rail cars was parked. It crashed into the parked cars, rupturing the tank car. A cloud of toxic chlorine gas

erupted from the accident and covered part of the town. Nine people died from inhaling the gas, including Seeling. Thousands were evacuated from their homes.

In May, Seeling's family met with Rep. Jim Oberstar (D-MN) and Don Hahs, National President of the BLET. Oberstar, the ranking Democrat on the House's Transportation and Infrastructure Committee, has championed rail safety on Capitol Hill for many years.

"We think the railroads fail their employees when they won't pay for safety measures," said Patty Seeling, Chris's stepmother. "It is apparent that the railroads, such as Norfolk Southern, operate for profit only. Someone needs to tell the railroads that enough is enough. Our son followed all the rules but the railroad failed him."

Safer Rails

"I'd like Congress to make the railroads provide respirators for the train crews," said Steve Seeling, Chris's father. "If Chris had had a respirator, he may have lived. If you want employees to take risks for the company, the railroads should take care of them."

"This type of accident has happened before," Hahs said. "The carriers aren't willing to invest in safety devices for their employees. Something has got to be done."

The accident occurred in

"This type of accident has happened before.

The carriers aren't

willing to invest in

safety devices for their employees. Something

has got to be done."

— DON HAHS,
BLET PRESIDENT



Setting The Bar

Valenzuela Wins Joe Hill Award

After racking up organizing victories for the Teamsters Union for many years, Manny Valenzuela has scored a victory of his own.

Earlier this year, the Los Angeles County Federation of Labor presented Valenzuela, Western Region coordinator for the Teamsters Organizing Department, with the Joe Hill Award for Organizing. A committee of his peers from the Federation's Los Angeles-Orange Counties Organizing Committee (LAOCOC), unanimously selected Valenzuela to receive the award in the industrial sector.

"No one fights harder and smarter than he does for dignity and respect in the workplace," said David Sickler, Executive Director of LAOCOC. "His contributions to workers' rights are an example for organizers everywhere."

Outstanding Dedication

Most recently, Valenzuela has been a key figure in developing a web site (www.stopunionbusters.org) that provides organizers with legal materials and critical documents profiling union-busting companies and individual union raiders.

"Valenzuela is a model for all Teamsters looking to make a difference in their communities and give workers a voice," said Jim Hoffa, Teamsters General President. "I thank him deeply for spreading the Teamster tradition of strong representation to those workers who are exploited and silenced."

The award is named for Joe Hill, who was a labor activist, songwriter and famous agitator in the early 20th century. The Joe Hill award is given annually to organizers who show outstanding dedication in four sectors: construction, industrial, public and service. The award is also presented to one individual for lifetime achievement and one community organization.

an area known as "dark territory." Dark territory, in rail terms, is a portion of the rail line that does not have any type of electronic signal system that would warn an engineer of a switch's faulty setting.

"If there had been some type of signal system on the rail in Graniteville, this might

not have happened," said Rebecca Schmidt, Chris's mother. "The accident happened at 2 a.m. If it had happened during the day—the site was near an elementary school—children would have died. We just want to make sure that nothing like this ever happens again."

A Better Light

Florida Locals Win Contract at Atlanta Gas Light

Going on strike against Atlanta Gas Light (AGL) was not an easy decision for Bill Joynt, but he knew it was the only way to get a fair shake from the company. Joynt and 70 of his fellow workers, members of Local 385 in Orlando, Florida and Local 769 in Miami, endured five weeks on the picket line at the AGL Brevard and Dade County plants to get their point across. The picketing paid off when workers ratified a new three-year agreement with AGL.

"We had to take action," said Joynt, a 33-year employee of the company. "The company wasn't even attempting to bargain in good faith. They wanted outsourcing protections and seniority out of the contract before talks could even start. We could not accept that."

"This is a great victory for these workers," said Josh Zivalich, Secretary-Treasurer of Local 769. "By standing firm they were able to prevail against the hard-line tactics of the company. We are really proud of our members."

The new agreement provides a "no outsourcing" clause and maintains seniority rights.



Other features of the contract include improvements in health care benefits—placing all workers in the superior Teamsters health plan; wage equity measures for all positions; maintenance of pension benefits; and improved grievance procedures.

"This is a great victory for these workers. By standing firm they were able to prevail against the hard-line tactics of the company. We are really proud of our members."

—JOSH ZIVALICH, SECRETARY-TREASURER, LOCAL 769

It's About Respect

"I said from the beginning that this wasn't about money, it was about job security and respect for years of loyal service," Joynt said. "I'll retire soon but I wanted to make sure younger workers still had protection. We resolved to stay out until the company understood."

Striking members also

went to the annual shareholders meeting in Atlanta to voice concerns directly to shareholders.

"AGL had no idea that a group of 70 members could have such an impact on the company," said Daisy Gonzalez, a business agent at Local

769. "They assumed the workers would give up and take what was offered. They were wrong. These guys made a difference in the company's attitude and ultimately their offer."

"This strike was tough on us all, financially and otherwise," said Lorenzo Menendez, a member of Local 769 and a 12-year employee. "But the victory made it worthwhile."

DHL Teamsters 'Deliver'

Delegation Meets With German Union Officials

DHL Teamsters and the union's allies in Germany have gone to bat to support workers at the company who are trying to organize with the Teamsters.

In conjunction with the Deutsche Post World Net (DPWN) annual meeting recently in Cologne, Germany, thousands of DHL Teamsters throughout the United States wore "Teamsters Deliver" buttons to protest the company's efforts to thwart organizing drives at hundreds of inde-

Haul For One

Local 326 Saves Carhaul Jobs

With the support of local unions, Rail Conference members and the United Auto Workers (UAW), Local 326 in New Castle, Delaware recently signed a three-year agreement with Caliber Management, a contractor with Daimler-Chrysler, and saved the jobs of 18 Teamster plant workers.

Teamsters had been handling work at the Daimler-Chrysler plant under the National Master Automobile Transporters Agreement (NMATA) since 1989 through contractor SKW. The Teamster jobs at Daimler-Chrysler in

Newark, Delaware were threatened when the SKW contract was put out for bid and awarded to Caliber Management, a nonunion company.

When leaders from Local 326 heard about the threat to Teamster jobs they sprang into action. They called Locals 299 in Detroit and 560 in Union City, New Jersey, as well as the Brotherhood of Locomotive Engineers and Trainmen (BLET) and the UAW, to ask for their help in preserving these jobs.

"Our brothers and sisters in labor rallied to our side, contacting the company on our

behalf and offering to honor picket lines," said John Ryan, President of Local 326.

"Thanks to them, Teamsters will continue to perform this work while maintaining their health and welfare benefits and staying in the Teamsters pension plan."

"I am amazed—when I left last week I had no job, and by

Monday this week, I was back at work," said Patty Scherer, a shop steward at Daimler-Chrysler. "Everyone here feels very fortunate and happy that the union did such great work keeping our jobs for us."



pendent cartage contractors (ICCs). DHL is a subsidiary of DPWN.

The Teamsters have organized more than 1,600 workers at about 70 ICCs, but DHL and the various contractors have impeded the workers by waging anti-union tactics.

"Our members were happy to show their support," said Scott Gilchrist, a business agent at Local 600 in St. Louis. "We will continue to stand up for unorganized workers at DHL so that they too will have the same strong voice as our members have."

German Support

At the same time, a Teamster delegation met with German and other union officials to describe DHL's anti-union tactics.

The union ver.di represents

DHL and DPWN workers in Germany, where the headquarters of DPWN is located. The Teamsters Union represents 10,000 DHL employees as well as 750 ABX Air pilots who provide air freight service to DHL in the U.S.

"Because of DHL's refusal to adequately finance its subcontractors and support its employees, workers have lost their jobs," said Tyson Johnson, Director of the Teamsters Freight Division. "DHL needs to know that this is no way to run its business in this country and it is no way to become a viable competitor in this market."

The Teamster delegation's visit is already paying off. The head of ver.di, Rolf Buttner, contacted John Mullen, the CEO of DHL Express Americas, Asia and Emerging Mar-

kets, and sent him a report prepared by the Teamsters Union outlining DHL's practices. Buttner also sent Klaus Zumwinkel, the chair of the Deutsche Post Board of Management, a letter outlining the problems being created by DHL in the Teamsters organizing campaign. Also, Team-

sters General President Jim Hoffa met with Mullen shortly after the union delegation's trip to Germany.

Hoffa emphasized the need for DHL to agree to a card-check/neutrality agreement with the union so that workers will have a fair chance of forming a union.



True Champions

JAB Members Win Title Fights

Over the past few months, Joint Association of Boxers (JAB) members secured four championship titles. In May, Diego Corrales (52-7-1, 46 KOs) won the World Boxing Council lightweight title and successfully defended his World Boxing Organization lightweight title against Jose Luis Castillo at Mandalay Bay in Las Vegas.

On June 16, "King" Arthur

Williams (41-13-1, 29 KOs) captured the North American Boxing Federation cruiserweight title by knocking out Ali Supreme in Coeur d'Alene, Idaho. The next night, in Providence, Rhode Island, Joe "The KO Kid" Spina won the vacant United States National Boxing Championship light middleweight title by defeating former World Boxing Association champion Carl Daniels in

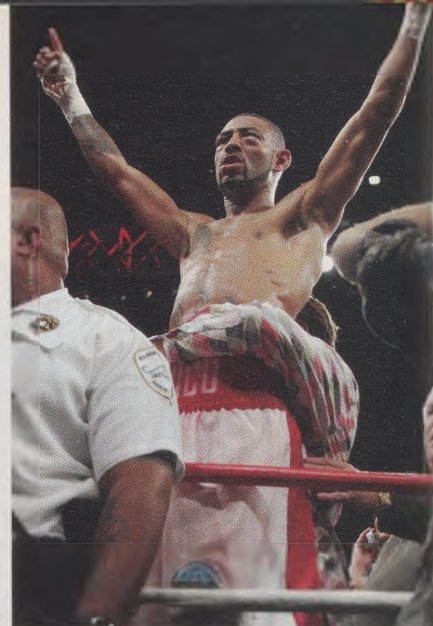
front of a hometown crowd filled with Teamsters.

"We want to congratulate all our JAB champions on their titles," said Jim Hoffa, Teamsters General President. "All three showed incredible toughness."

JAB is affiliated with the Teamsters Union, which is providing financial support

and organizing expertise while the boxers' union grows.

"We've got guys winning championships now," said Eddie Mustafa Muhammad, JAB President. "The boxing world is taking notice."



New Blood

200 Lab Assistants Join Local 283

When Darla Staniel signed a petition asking the CEO of her hospital for a raise last year, she didn't get quite the response she was hoping for.

"He said we ought to be more concerned about keeping our jobs than getting a raise," Staniel said.

That was the last straw for Staniel, a senior lab assistant who has worked at Detroit Medical Center for the last 15 years.

As a result, Staniel and her fellow lab assistants voted 102-47 to join Local 283 in Detroit. Now the more than 200 lab workers, most of whom are women, are looking forward to negotiating a contract to increase wages, improve benefits and continue funding of their pensions. The lab assis-

tants were inspired to join the Teamsters by medical lab couriers who joined Local 283 four years ago.

"These lab assistants could have gone anywhere, but they wanted the Teamsters because they saw the gains the couriers had gotten—they have a strong contract that spoke for itself," said Marian Novak, an organizer for Joint Council 43.

The couriers, who pick up samples from area clinics and hospitals and deliver them to the medical lab, won a substantial wage increase, a formal grievance process and guaranteed overtime pay. The lab at Detroit Medical Center is open 24 hours, and assistants process blood and urine samples from hospitals and clinics across Detroit.



Dangerous Job

"I'm angry because our workload is outrageous," said Carol Jones, a lab assistant at the center for five years. "We could really use some extra help in here."

In addition to processing lab samples, the assistants are also forced to do housekeeping work, cleaning floors or climbing on top of cabinets to dust them. The intense pace of work has led to safety conditions that are less than ideal, and lab assistants have been exposed to infectious disease

on more than one occasion.

Staniel cut her finger while handling a blood sample only to discover afterwards the sample belonged to an HIV-positive patient.

"I had to take a test for six years to make sure I wasn't HIV-positive," Staniel said. "Safety is definitely a big issue for us."

"The hospital tried to discourage us from organizing, but we didn't fall for it," said Vernard Current, a lab assistant. "The organizers always let us know what was happening, and we believed in the union."

Trading Up

Local 385 Workers Secure "Best Contract Ever"

In a recent victory, workers from Local 385 in Orlando, Florida ratified a strong contract and helped their fellow trade show workers from a sister union secure another.

The Teamsters' five-year contract with The Freeman Companies covers 300 truck drivers, warehouse workers, forklift drivers and general laborers employed at the Orange County Convention Center (OCCC) in Orlando.

Negotiated with the assistance of Trade Show Division Director John Perry, the Teamsters' contract raises workers' hourly wages from 50 cents to \$1.25 an hour annually; ensures general laborers' weekend rates; and guarantees turnaround rates for any employee not receiving eight hours rest between shifts. The contract also recognizes the Martin Luther King Jr. holiday, annually increases the company's payments to the workers' health care and 401(k) plans and creates four new full-time jobs.

"This is a great contract," said Dana Graf, a longtime Teamster and recipient of one of the new jobs. "It makes our working conditions much better."

"The workers are really pleased with the contract," said Mike Stapleton, Local 385 President. "It was hard to get, but the struggle really paid off for the workers."

"The workers made it clear this is the best contract they've ever gotten," said Roger Allain, a business agent and organizer for Local 385.

Strong Coalitions

In addition, approximately 60 Teamsters represented by Local 385 honored a picket line outside of the OCCC established by nearly 700 installers and dismantlers represented by the International Alliance of Theatrical Stage Employees (IATSE). The workers' issues arose from The Freeman Company's management's refusal to sign a recently agreed-to contract.

"Without a signed contract, our members were in danger of losing their health care coverage," said Peter Merrifield, IATSE Local 835 business representative. "When we decided to go out, we got tremendous support from the Teamsters. Some employers want to pick us apart. It's great to have such a strong ally."

The work stoppage lasted approximately four hours and resulted in a solid contract for IATSE.

Key to both contracts was the

coalition Perry established with IATSE and the other unions working in the convention center: the International Union of Painters and the United Brotherhood of Carpenters. Perry is working to establish similar coalitions in other regions across the country.

"When we all stand together, we're stronger," Perry said. "Once employers realize that the unions are supporting each other, it gives workers more power at the negotiating table."

"When we all stand together, we're stronger. Once employers realize that the unions are supporting each other, it gives workers more power at the negotiating table."

— JOHN PERRY,
TRADE SHOW DIVISION DIRECTOR

Retired from the job, not the Union!

Teamster retirees make the difference when it comes to organizing, political action, strike support and contract campaigns.

For information on your local retiree chapter, contact your local union or the Teamsters Retiree Affairs Department at (202) 624-8950 or by e-mail at retirees@teamster.org.



Class Act

1,000 Seattle-Area School Workers Join Local 763



act



"We really felt like it was our campaign. The organizers never once told us we should do this or that, they just wanted to support us."

— ROSE CLARK, LOCAL 763, LIBRARY ASSISTANT, TYEE HIGH SCHOOL



The first time Tiffany Bock met International Organizer Thom McKibbin, she took the Teamsters button off his shirt to pin onto her own.

A secretary in the facilities offices of Highline School District near Seattle, Bock had a front row seat as bus drivers, maintenance trades, food service and custodial workers fought to change their jobs and their lives by organizing with the Teamsters last summer.

As the months went by, Bock regularly saw Teamster organizers and business agents in action. They visited school sites on a weekly basis, listening to the concerns of workers and providing them with the answers they needed.

"The Teamsters showed a skill and professionalism we just weren't getting with our previous union," Bock said. "We saw the opportunity for good representation and decided to go for it."

On May 12, Bock and her coworkers voted to join Local 763 in Seattle. That victory added 600 Highline District employees to the 400 Highline bus drivers, custodians, food service and maintenance trades workers who joined the local in October 2004. It also marked a successful partnership between Local 763, Joint Council 28 and the International Union—welcoming 1,000 new members in less than a year.

Now Highline District clerical workers and para-educators are enjoying the professionalism and sense of ownership they have long wanted in a union. They are also looking forward to securing the benefits and protections that matter most to them, including wages, job security, a fair seniority system and an effective grievance process.

"Highline is a shining example of what we can accomplish when locals, Joint Councils, and the International work together," said Jim Hoffa, Teamsters General President. "Now the Highline workers who educate our children and maintain our schools will do so with the dignity and respect they deserve."



“Joint Council 28 is doing a great job. By hiring organizers and making their staff available to participate in campaigns like Highline, they are making the long-term investments that will make our entire union stronger.”

— JEFF FARMER, TEAMSTERS DIRECTOR OF ORGANIZING

The Game Plan

Al Hobart, International Vice President and President of Joint Council 28, suggested Local 763 contact the International after the initial vote in the bus drivers and maintenance trade workers' campaign resulted in a draw, with no union garnering majority support.

“Having the highest levels of the union come on board really turned the campaign around,” Hobart said. “It created a team-building experience that taught all of us the value of house calls firsthand.”

Manny Valenzuela, the Teamsters Western Region Organizing Coordinator, dispatched a team of five core organizers, led by McKibbin, to run a model campaign that involved house calls, phone banks and weekly site visits to schools within the Highline District. Each organizer was assigned a section of the district and was responsible for organizing committee members in those schools to get out the vote among their coworkers.

When public sector employees want to change representation, Washington state law allots 30-day windows to collect signatures and then build support for an election. As a result, the campaign was marked by several intense house call blitzes where members, organizers and local union and Joint Council staff members came together to reach a high volume of workers in a short period of time.

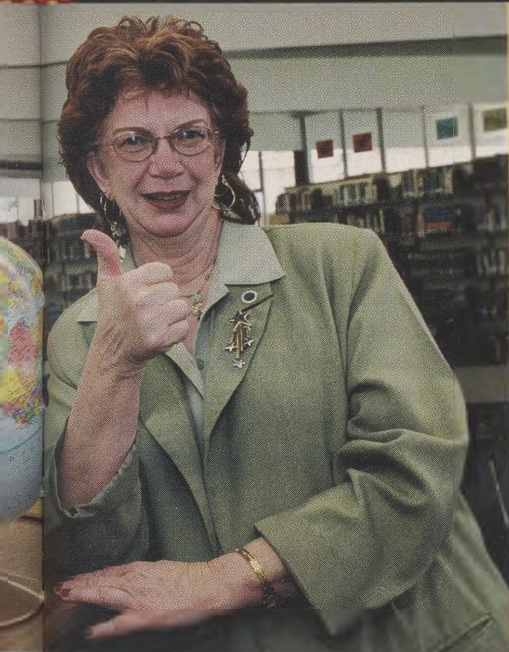
Door to Victory

“It didn’t take long for us to realize what a powerful organizing tool the house calls are,” said Dave Grage, Local 763 Secretary-Treasurer. “I got to meet new members and learn something about them.”

Grage had his entire staff, executive board and members of his family out helping with house calls in both campaigns. At the second campaign’s peak, there were close to 40 people hitting the streets, including staff from several Seattle-area locals, Joint Council 28, the Joint Council’s Women’s Caucus, International Organizers in training, and Highline workers themselves.

“The fact that we had all those people out there to help us was huge,” said David Cremeens, a sign language interpreter at Tyee High School. “It allowed people to see the kind of unity and support the Teamsters offer, and we learned about the union through our interactions with members.”

One of the members Cremeens met during the house calls was Mary Stuart-Fairburn, a 25-year Teamster and member of Joint Council 28’s Women’s Caucus. As a dockworker at the Port of Tacoma, Stuart-Fairburn is covered by the National Master Freight Agreement and that is what she wanted to talk to Highline employees about.



"Working under the freight agreement is the Cadillac of all jobs—you have seniority so you can bid for the job you want and retire early with full benefits," Stuart-Fairburn said.

Member-to-Member

While doing house calls, Stuart-Fairburn was also struck by the dedication and hard work of the International Organizers.

"The young people out there working for us are so committed, they blew me away. These guys work unbelievable hours to get the thing going, they have everything mapped out and they're organized. That is what the average Teamster needs to see."

Joint Council 28 Organizer and Political Director Scott Sullivan said the strategy and hard work of the International Organizers was evident on election day.

"They had done so much verifying and re-verifying. Thom was able to call the election within two votes," Sullivan said. "That's incredible to be able to get it that close."

The precision of the campaign resulted from the partnership between Local 763, Joint Council 28, and the International's team of organizers. Each supplied the other with the knowledge and resources they needed to do their job. The International brought organizing expertise while the local and Joint Coun-

Public Sector Organizing Checklist

- ☐ **Gather Information**—(1) Identify potential allies, "pressure points," stakeholders and issues of community concern. (2) Research the employer. (3) Begin contacting workers and noting issues of concern.
- ☐ **Identify Worker Leaders**—Explore allies among workers to build contacts and develop leadership. Assess worker interest in union membership and continue issue identification. Set campaign benchmarks and evaluate them.
- ☐ **Build a Committee**—Solidify your list of leaders to form a committee who can then talk to their fellow workers and put the community and worker issue campaign into action.
- ☐ **Gain Majority Support**—Escalate the community and worker issue campaign by continuing work at the grassroots level. Visit workers at their homes and workplaces. Assess your levels of support and develop a recognition strategy.
- ☐ **Move for Recognition**—Escalate the community and union campaign. Continue to inoculate workers and visit them. Assess workers' levels of commitment. Develop your get-out-the-vote strategy. Evaluate benchmarks and act like a union

—BUILD A FIGHTING ORGANIZATION!



A-B-Cs of Organizing

Organizing Committee is Key

The Teamsters organizing model is bringing in more members each year. Workers are doing it for themselves and International, Joint Council and local organizers can help facilitate that process. Following the Teamsters organizing model can be as easy as A-B-C.

A committee: Each campaign starts with a core committee that should be representative of each of the job classifications and the demographics in the bargaining unit. The committee members branch off to talk to workers in their unit and related units to spread the word to gain dignity and respect on the job. The relationships the committee members build with their coworkers spin a web of solidarity among the workers.

B uilding a Network: House calls where workers, organizers, local leaders, and volunteers go to each worker's front door to talk about concerns and the benefits of representation.

Committee meetings on- and off-site to listen and to coordinate actions among the different organizing groups.

Phone banks where workers can talk to Teamster members to ask them questions and hear directly how union membership works for them.

C onnecting workers with similar concerns facilitates the process of creating a strong network among workers.

cil provided critical information about the school district and a network of volunteers that made the campaign a success.

"Joint Council 28 is doing a great job," said Jeff Farmer, Teamsters Director of Organizing. "By hiring organizers and making their staff available to participate in campaigns like Highline, they are making the long-term investments that will make our entire union stronger."

Wheel of Workers

In addition to the partnership between Teamster locals and the International Union, Highline workers themselves were key to the organizing success.

"Thom explained it to us as a wheel pattern," said Bock, who originally contacted the Teamsters about organizing the clerical workers and para-educators. "We, the organizing committee, were the hub, and we just had to keep branching out from there. Everyone tried to bring somebody who knew people. It was very grass roots."

Towards the end of the campaign, the organizing committee had grown to nearly 40 people, with workers accessing the lounges and classrooms where organizers could not go. They spoke with the

authority of people who knew the issues better than anyone because they were living them.

"We really felt like it was our campaign," said Rose Clark, a library assistant at Tyee High School. "The organizers never once told us we should do this or that, they just wanted to support us."

Like many of her coworkers, Clark wants independent and professional representation so that she can better understand her rights on the job and fight to protect them.

Highline workers were previously members of an education association, and many felt that the peer-based representation left them to fend for themselves with little power.

"As Teamsters, we need to educate all our folks about our rights and the value of being part of a real union, so they understand how it can strengthen and change their work environments," Clark said.

Support on the Job

Patricia Shane, an instructional assistant at Cedarhurst Elementary School, voted for the Teamsters because she wants more support on the job. She and other para-educators are concerned about new testing requirements the state has introduced.

"We're going to be tested on things we



haven't touched in 30 years," she said. "I think the tests are a good thing, but we need the Teamsters to help us get the training we need to keep our jobs." Many para-educators had even considered quitting because they did not know what to expect on the tests.

Budget cuts and restructuring of schools in the Highline District have made many people nervous about their job security. "We need a strong contract so we know what to expect each year," Shane said.

Karen Slater is facing a loss of work hours because of the restructuring. An office manager at Tyee High School, Slater has worked at the Highline District for more than 15 years and knows many of the other clerical workers. Her contacts helped expand the network of people on the organizing committee.

"I saw the Teamsters as our opportunity to be one big union, and have a bigger voice," she said. "It brings me peace of mind to know they'll be there handling things fairly and professionally."

While Highline's 600 clerical workers and para-educators are ready to negotiate a contract, the 400 bus drivers, mechanics, custodial, food service and maintenance trade workers began negotiating their contract this past January.

An Equal Voice

Rick Healy is the lead grounds person on the Highline District's maintenance crew. He does everything from landscaping to repairing the outside of buildings and roads to fixing playground toys. This year he will help to build four new schools in the district.

"Highline is one of the biggest school districts in Western Washington but we're at the low end of the pay scale," he said. "My guys and I want a wage increase more than anything else."

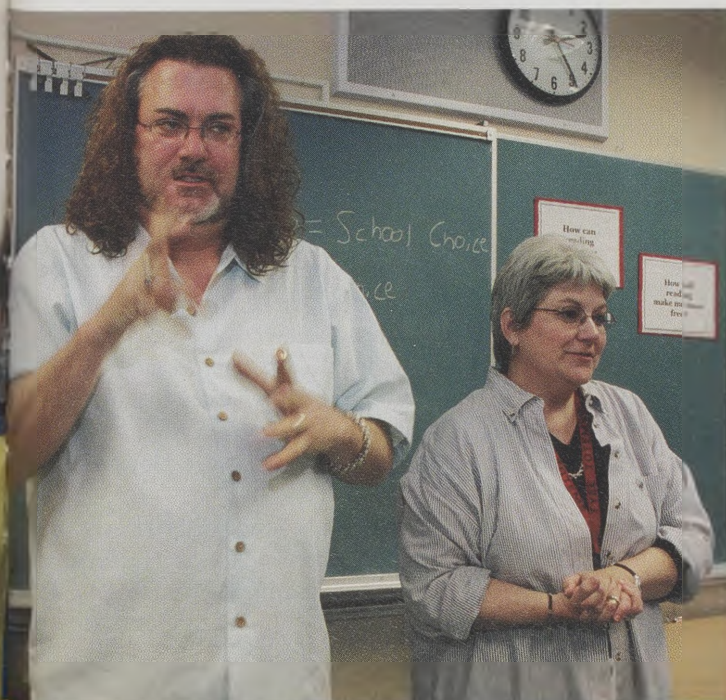
Healy was a Teamster in the early 1980s and that experience made him confident in the union's ability to represent him well. "From what I've seen so far, I feel like we're definitely getting a bang for our buck."

The maintenance workers' campaign began with John Buff, a Highline District locksmith who contacted the Teamsters back in October 2003. Buff now sits on the negotiating committee for the 400 maintenance, custodial, food service workers, bus drivers and mechanics.

"Before, you had one group of workers speaking for everybody," he said. "Now that we are Teamsters, everybody's got an equal voice at the table."

"Before, you had one group of workers speaking for everybody. Now that we are Teamsters, everybody's got an equal voice at the table."

— JOHN BUFF, A HIGHLINE DISTRICT LOCKSMITH



Teamsters At Highline

The School District of Highline, Washington is home to nearly 18,000 students from 81 nations, including Cambodia, Vietnam, Somalia and India, who speak approximately 70 languages. Over 1,000 new Teamsters serve the highly diverse student body in 31 facilities. The new Teamsters include:

228 bus drivers and mechanics;
48 maintenance/trade workers;
91 custodial workers;
78 food service workers;
7 warehouse and delivery drivers;
401 instructional support staff; and
212 administrative support staff.



Politically

Joint Council 25's Political Program is a Winner

Say you're disciplined unfairly on the job and you file a grievance. The first person you talk to would be your shop steward. If the grievance ever progressed into a lawsuit against the company, your shop steward or anyone from your local that you talked to about the problem could be compelled to testify against you.

Thanks to new legislation recently passed and signed into law, workers in Illinois never have to worry about that again. Joint Council 25 in Chicago worked diligently to get the legislation—and other important new laws protecting workers—passed during this session in the state capital of Springfield.

“Far too often in the current political climate, labor unions are finding themselves on the defensive,” said Frank Zebell, Political Director of Joint Council 25. “Most of the legislation that is proposed these days is designed to help corporations, not workers.”

Joint Council 25, however, blazed a new trail this last political season. They began by meeting months before the beginning of the session to strategize about potential legislation. They assigned staff to write, monitor and lobby for laws to help working families.

“A union's political program shouldn't end when people get elected,” said Dan Pasquale, a Sysco Foods worker and member of Local 710 in Chicago. “From there, you've got to make sure elected officials do the right thing. That's exactly what Joint Council 25 is doing.”

A Big Lift

The first step Joint Council 25 took was deciding what their ideal piece of legislation would be. They decided they wanted a bill that would provide privileges similar to the “attorney-client” privilege between a union member and his or her bargaining agent.

House Bill 1079, or the “privilege bill” as it is called, could possibly be the most

important labor-related bill to pass in the country this year. It passed in the Illinois Senate by a vote of 31-23 on May 18.

“We're incredibly proud of this legislation,” said John Coli, President of Joint Council 25. “This was the centerpiece of our new legislative program and it's a big lift for labor in Illinois. This type of political program is something any Joint Council can do.”

Before this legislation passed, agents and stewards could be compelled to appear before arbitrators or judges to testify about conversations that happened while grievances were being processed on behalf of disciplined employees.

“Before, the law created a chilling effect that hindered a union representative's ability to properly represent the member,” Zebell said.

As a result of its passage, House Bill 1079 allows:

- Candid and confidential conversations between workers and their representatives by protecting the official from threats,

"A union's political program shouldn't end when people get elected. From there, you've got to make sure elected officials do the right thing. That's exactly what Joint Council 25 is doing."

—DAN PASQUALE, LOCAL 710

Correct

harassment and intimidations, relating to adversary proceedings including litigation, arbitrations and other alternative dispute resolution procedures;

- Union agents and stewards not to testify as to what they may have been told by represented workers relating to events and incidents arising from employment;

- Agents the ability to fully and fairly investigate claims and allegations; and

- For appropriate exceptions relating to the commission or threat to commit crimes.

Other Legislation

Another important piece of legislation was House Bill 1480 which passed on May 20. The State Senate approved the bill with a 40-19 vote.

The bill set a standard throughout the state for the way pickets are set up during labor disputes. The legislation issues guidelines for signage, temporary shelters, obstruction of walkways, traffic and other picketing issues.

When picketing, members can't be arrested for violating traffic or loitering laws as long as they are within the rules of the legislation.

Another major bill that was passed with help from Joint Council 25 was House Bill 188, which passed by a 42-14 vote.

The bill requires that contractors and subcontractors submit a weekly certified payroll to the public body awarding the contract. The records would be kept by the public body for three years and would be accessible for public review through the Freedom of Information Act.

"This bill will bring more integrity and credibility to the process of bidding public works projects throughout the state of Illinois," said Terrence J. Hancock, President of Local 731 in Chicago.

"It has been a great session, but we can't slow down yet," Zebell said. "It just shows how successful we can be as Teamsters taking part in the political process if the will to succeed is there."



John Coli, President of Joint Council 25, and Lou Lang, Illinois State Representative, 16th District.



From left: Frank Cortese, Illinois Governmental Consulting Group, LLC; John Cullerton, Illinois State Senator; and Frank Zebell, Political Director of Joint Council 25.

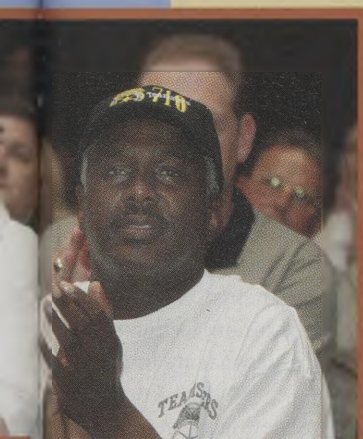
Principal officers and rank-and-file members, organizers and business agents, new members and old, Teamsters and members from other unions all met in Las Vegas recently for the annual Teamsters Unity Conference.

Andrea Small was one of the attendees. It wasn't long ago that she couldn't afford health insurance for herself and her two children. Recently, she joined the Teamsters when B&L Freight in Toledo, Ohio, a DHL independent cartage contractor, was organized. This was her first Unity Conference.

She has seen speeches and attended other conferences, but this was different. A newly organized member attending the Unity Conference for the first time, Small felt like she was truly a Teamster.

"I'm so excited about joining the

Since the Unity Conference, the Teamsters and other unions have formed the Change to Win Coalition, a new alliance devoted to growing the labor movement and creating a revamped and more unified front for American workers. Members of the alliance include the Teamsters Union, Laborers' International Union of North America (LIUNA), UNITE HERE, Service Employees International Union (SEIU), United



Food and Commercial Workers International Union (UFCW) and United Brotherhood of Carpenters and Joiners of America.

Organizing for Results

"Our Change to Win Coalition is producing results," Hoffa said. "We already have a constitution and bylaws that will promote the coordination, cooperation and collective action of our unions and it will boost union strength and, ultimately, improve the lives of workers."

The basic principle that brought the unions in the coalition together is that American workers cannot win a better life unless more workers belong to unions. Organizing workers must be the primary goal of the labor movement. From organizing comes better pay, health care, pensions and working conditions.

The coalition unions have pioneered new organizing techniques. Each member union is contributing funds to the coalition to take those techniques to a new level by cooperatively organizing nonunion workers in key areas of the private sector.

Teamsters—it's a turning point for my life," Small said.

Changing to Win

This year, it wasn't just Teamsters in attendance. Members and officials from like-minded reform unions were also there to talk about transforming the AFL-CIO. Leaders of the largest unions in the AFL-CIO met to discuss a large-scale, coordinated campaign to rebuild the American labor movement.

"We have been in a struggle to reform the AFL-CIO but our calls have fallen on deaf ears," said Jim Hoffa, Teamsters General President. "So now we are taking action."



Teamsters Take Lead in Reform Movement

Change to Win.
Campaign

Change to Win Coalition Leaders Speak Out at Unity Conference

The new Change to Win Coalition has begun an ambitious campaign to organize the unorganized and establish new standards for cooperation and accountability in the union movement. Leaders from the coalition—which includes the Teamsters, Laborers', SEIU, UFCW, UNITE HERE and the Carpenters—attended the Unity Conference and joined the Teamsters in the call for reform at the AFL-CIO.

Visit the Teamsters web site or www.changetowin.org for more information on the Change to Win Coalition, its goals and member unions. Here is a sample of what coalition leaders had to say at the Unity Conference about the Teamsters taking the lead in the reform movement.

Jim Hoffa, Teamsters General President: "America needs a strong labor movement to restore the American Dream. The Teamsters Union will fight for a labor movement that puts union growth and worker power first."



John Wilhelm, UNITE HERE President, Hospitality Industry: "The Teamsters' proposals for reforming the AFL-CIO are right on the money, and we're all rallying around them."

Andrew Stern, Service Employees International Union President: "When the Teamsters spoke about changing the AFL-CIO, everybody listened."



Terence O'Sullivan, Laborers' International Union President: "It's going to take the power and commitment of the Teamsters, the SEIU, UNITE HERE, the UFCW and the Laborers to change the course, direction and destiny of the American labor movement."

Bruce Raynor, UNITE HERE General President: "I am honored to stand with the Teamsters. When you take on one of us, you've got to fight all of us. That's solidarity."



New Faces

Many other newly organized workers attended the conference. Small's coworker, Brad Jeziorowski, said he fondly recalls the solid benefits he once received when he worked as a Teamster at UPS.

"I love being a Teamster again," he said. "I'm excited to start negotiating a strong contract."

James Davis, a driver with GF Trucking in Sacramento, California, said he recently joined the Teamsters "to regain my dignity." Davis had worked as a Teamster for 10 years at UPS and another company.

"Our health insurance is unaffordable and we lack other benefits," Davis said.

"With the union, we can negotiate the issues that are important to us."

More new faces were present when three unions that recently merged with the Teamsters were officially welcomed into the union.

At the conference, members of the Brotherhood Locomotive Engineers and Trainmen (BLET), the Graphic Communications Conference (GCC), and the Brotherhood of Maintenance of Way Employees Division (BMWED) provided a strong presence.

"It's wonderful that we can welcome so many new people all at once," Hoffa said.

"We feel very good about being part of the largest transportation union in the world," said Perry Geller, National Secretary-Treasurer of the BMWED. "Let's use the power of the Teamsters Union to mobilize so we can make a difference on Capitol Hill."

Union Solidarity

One of the purposes of the Unity Conference is to increase solidarity in the Teamsters Union. This year, however, other unions participated in organizing solidarity events.

With the American middle class under attack right now,

workers desperately need a strong labor movement to give them a voice at work and dignity on the job. One of the ways this can be accomplished is for labor unions to band together. That is why the Teamsters Union has been leading a coalition of unions dedicated to devoting the resources and the energy necessary to produce rapid growth in the labor movement.

"Working people are facing the worst crisis in generations. Good jobs are being destroyed. Affordable health care and secure retirements are becoming a thing of the past," Hoffa said.

Hoffa declared that labor unions are the strongest hope for working Americans struggling in a Wal-Mart economy and that organizing is the only real salvation for the working class.

'We Must Act Boldly'

"Unions have always been the way that working people have made it into the middle class and achieved the American dream—and we can do it again," Hoffa said to more than 2,000 Teamsters and other union members in attendance. "We must act boldly today in order to win tomorrow."

"We're not going to grow stronger if our numbers grow smaller," said Andy Stern, President of the SEIU.

"The only people who can save working people in America are working people in America," said Bruce Raynor, General President of UNITE HERE.

The Unity Conference also included a few surprises—one of the biggest occurred when workers were granted card-check recognition at a local casino in Las Vegas.

Workers at the Rio Hotel and Casino

A Brighter Future

Casino Workers Granted Card Check at Rio

When Angela Mara, a front desk worker at the Rio, used to pull into the parking lot at work each day she had a feeling of dread in the pit of her stomach.

"I never knew if that day was going to be my last day," Mara said. "If management decided that they wanted to fire me for anything, there was nothing I could do about it."

Mara and her coworkers approached the Teamsters so that they could be treated with respect and dignity on the job. During the Teamsters Unity Conference, the 230 workers at the Rio Hotel and Casino in Las Vegas won a card-check agreement that put them firmly on the path to recognition.

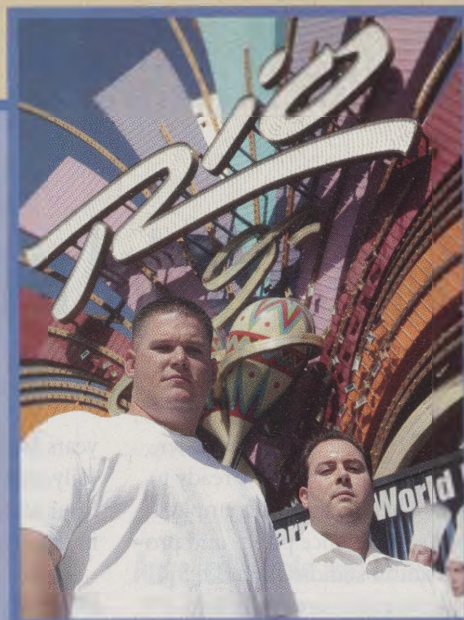
A Winning Team

In September 2004, organizing at the Rio began as part of an effort to extend Teamster representation to Harrah's properties where Teamsters did not yet have members. The Rio was the only Harrah's property left on the strip where workers were not unionized.

Prior to the conference, the Teamsters Organizing Department had been planning to reaffirm its support to organize casino workers at the Rio. A previous rally of Teamster leaders and members had a strong effect on unorganized workers and convinced the union to schedule another event that coincided with Unity.

While organizers were working on the ground, Teamster leaders were also talking to Harrah's management. Just before the Unity Conference, Teamster leaders reported a breakthrough in their meetings with management—the Rio agreed to card-check recognition for workers.

"When we first heard that we got card check, morale improved a lot," said Lionel Scorza, a warehouse receiving worker. "I think it will be really positive to be part of the Teamsters—it will make us part of a winning team."



approached the union in September 2004 and, during the week of the conference, the hotel agreed to give card check to the 230 workers there, putting them firmly on the path to recognition.

The Teamsters are collecting cards within six job classifications at the Rio: warehouse receiving, valet, front desk workers, PBX phone operators, room reservations, casino customer service agents and VIP agents. Turnover in some units, such as the front desk workers, reaches 60 percent annually.

DHL

Independent cartage contractor (ICC) organizing at DHL was one of the main subjects at the conference this year. The

Teamsters Organizing Department has been vigilantly pursuing organizing leads and shared successful strategies with participants at the conference.

"The Teamsters are organizing at the fastest rate in decades and DHL is a major part of our future growth," said Tom Keegel, General Secretary-Treasurer. "We have committed our union to organizing these workers. Our goal is to include all workers who deliver for DHL under a Teamster contract."

In addition to the 10,000 workers at DHL who are already Teamsters, the union has organized more than 1,500 additional workers at 58 different ICC units and 750 workers directly employed by DHL at gateways and other facilities.



Signed, Sealed and Delivered

Mail Center Workers Join Local 117

Now that she's a Teamster, Ursula Poston is ready to help change her employer's attendance policy and production standards, and fight for overall fairness in the workplace.

"Our attendance policy, based on a point system, is unfair. I received points for leaving work early one Saturday to drive my husband to the emergency room," said Poston, who works at Alan Ritchey, a subcontractor of the U.S. Postal Service in Auburn, Washington. "Our production standards are also unrealistically high and we don't receive any paid sick days. We have two unpaid personal days but nothing beyond that."

Pay is another issue. "Six

years after starting here, I'm only making 71 cents more per hour and I haven't had a raise in three years," she said.

Diversity, Solidarity

In a campaign marked by diversity and solidarity, Poston and 100 of her production and repair coworkers at the center recently chose to join Local 117 in Seattle. The workers voted for representation by more than a 3-1 margin.

The campaign began earlier

this year when Dave Pelletier, a mail equipment inspector at the plant, contacted the Teamsters. "An unfair attendance policy, last-minute mandatory overtime, job security, respect and fair treatment were all issues that drove us forward with the campaign," Pelletier said.

Local 117 Organizers Brenda Wiest and Kathryn Akyeah and Organizing Director Leonard Smith worked with Pelletier to recruit a 20-person organizing committee that

included workers from Vietnam, Cambodia, the Philippines, Russia, Ukraine and the United States. This diverse committee became crucial when management hired a notorious union-busting law firm, Jackson Lewis, to crush the workers' organizing efforts.

Strong Voices

Jackson Lewis separated workers by ethnic group and held captive audience meetings daily for six weeks. "Of the 15 things the standard union-busting employer does to stop a campaign, this employer did all of them and then some," Wiest said. The workers wore pro-union stickers each day and adopted a code of silence to combat intimidation efforts.

"Before this campaign, everybody was in cliques," Pelletier said. "Now we all talk to each other; we get along. And management is so surprised because we're standing up to them every inch of the way."

Local 117 attorney and native Russian speaker Anna Jancewicz also played a key role in the campaign by assisting with house calls and gathering testimony from workers to file unfair labor practices against the company.

"The company has filed objections to the election, but that's not an unusual strategy for Jackson Lewis," Smith said. "We will fight the company all the way to make sure the workers win the strong voices they deserve."

"Before this campaign, everybody was in cliques. Now we all talk to each other; we get along. And management is so surprised because we're standing up to them every inch of the way."

—DAVE PELLETIER, LOCAL 117



Panera Bread

Panera Bread truck drivers strengthened their voice in the workplace by saying "yes" to Teamsters representation. The workers voted 21-9 to join Local 734 in Chicago.

"The company is growing so quickly that these drivers need a strong voice and good benefits," said Brian Meidel, President of Local 734. "They have a number of needs that they are seeking to meet through a solid contract."

The company tried everything to keep the workers from joining the union—even threatening to fire the workers.

"These drivers really stood up against the company," said Scott Kunz, Organizing Director for Local 734. "The Panera drivers becoming unionized puts them on the right path to better health care coverage and a solid Teamsters pension."

The 35 Panera truck drivers deliver products to all Panera cafes in the Chicago area. The drivers work at the Des Plaines production facility.

LOCAL 25

Sonepar Northeast Electric

In a decidedly swift campaign, truck drivers at Sonepar Northeast Electric in Canton, Massachusetts voted to join Local 25 in a 22-8 vote. The election came less than two months after the initial organizing committee meeting.

"These guys were ready," said Steve Sullivan, Education and Organizing Director at Local 25 in Boston. "The company hit them on all sides with anti-union mailings and captive

audience meetings, but they were strong from the beginning, and they stayed strong."

The drivers, who deliver electronics supplies to contractors across New England, were most upset about stalled pay raises and a lack of order in the workplace. "I haven't had a raise in three years," said Don Goodwin, who started the push to organize his fellow drivers. "When you start, they promise you a raise within 90 days. There are some guys who've been waiting three to four years and they're still being paid at the same rate."

The election at Northeast Electric was one of two recent organizing victories for Local 25. Forty clerical workers at City Hall in Everett, Massachusetts, most of whom are women, also voted to join the local. Organizer Mike Hogan from Joint Council 10 in Boston also worked to support the Northeast drivers' campaign.

LOCALS 901

Islandwide Express

Local 901 in San Juan, Puerto Rico celebrated a major victory recently when delivery drivers at Islandwide Express voted 95-50 in favor of the union. There are 150 workers in the bargaining unit.

The campaign, which was led by Local 901 President Jose Ayala, Secretary-Treasurer German Vazquez and Organizing Director Luz D. Perez, began when delivery drivers at Islandwide contacted the local.

"We had more than 60 union activists in this campaign," Vazquez said. "We mobilized until we won."

The workers had a long list

of complaints that moved them to organize, but low wages and medical benefits were at the top. They also faced a series of unfair and even dangerous working conditions. "Islandwide has a contract with 30 banks, and drivers often make mail deliveries in the middle of the night.

Because they are forced to supply their own vehicles for the job, workers drive unmarked cars, so everybody thinks they're transporting money. As a result, many drivers have been robbed while working, some have been killed," Vazquez said.

LOCAL 340

Rockport, Maine Police

Police officers in Rockport, Maine recently voted to join Local 340 in Portland, Maine. The six officers had approached the local late last year after scheduling, seniority and benefits issues developed with city officials.

"We are really pleased the officers chose to join the union," said Tim Boynton, a Local 340 business agent. "They had tried to represent themselves but had not been able to secure a contract in the last three to four years. We know we can help them get the type of contract and recognition they deserve."

"We knew we needed a stronger voice to make our concerns heard—that's why we picked the Teamsters," said Travis Ford, a Rockport police officer.

Winning the membership of the Rockport police may help lead to more victories as well. Boynton said that officers in

several other towns were watching the process in Rockport and have expressed interest in talking to representatives from the local. The public works employees from these towns have also expressed interest.

LOCAL 25

Angelica Textile and Linen

Delivery drivers at Angelica Textile and Linen in Somerville, Massachusetts voted by a 2-1 margin to join Local 25 in Boston. There are 37 workers in the bargaining unit. The drivers, most of whom are Latino, approached the local back in January because they did not feel they were being treated with respect on the job.

Steve Sullivan, Local 25's Education and Organizing Director, and Mike Hogan, a Joint Council 10 organizer, worked with the drivers to collect enough signatures to file for a National Labor Relations Board (NLRB) election.

"Immigrant workers want to get paid well but they also want respect," Sullivan said. "Winning that respect is the most important thing Teamsters can do for these workers because they are our future members."

Jose Perez, the driver who initiated the campaign, contacted Local 25 after he saw the benefits and high wages enjoyed by his friends who were Teamsters. "Everybody wants a better future, and we want better salaries and benefits. But there was also a lot of discrimination. The bosses would yell and scream at us, so we decided we wanted a union," Perez said.

A New World

Teamsters, Company Reach Organizing Agreement

When Barry Bryant began working at the Quebecor World plant in Jonesboro, Arkansas about six years ago, his priority was to join the Graphic Communications International Union—now part of the Teamsters Union.

“With a union, we have a level playing field, a voice, and we get to develop friends and communicate with others who have similar problems,” said Bryant, an electrician at the plant. “Knowing that the union is behind them, more people are willing to stand up for their rights because the union is willing to back them.”

The Jonesboro plant is unionized, so Bryant has a strong voice and respect on the job.

Now, thousands of other Quebecor World workers at nonunion plants across the country will soon have the chance to win the same strong voice and respect Bryant enjoys.

Organizing Protocol

In May, Quebecor World and the Graphic Communications Conference of the Teamsters Union reached agreement on a new protocol concerning union organizing at the company's nonunion facilities in the United States.

In what is commonly referred to as a “neutrality agreement,” Quebecor World agreed to fully respect its employees' rights

to form or join a union of their choice, that it will not interfere with or oppose its employees' efforts to organize, and that they be able to do so free from harassment or intimidation from any party. In the agreement, the company also states that it fully respects the right of its employees to freedom of association and their right to engage in collective bargaining.

“The Teamsters are proud to lead the way in ensuring a workers' right to organize with this kind of agreement,” said Jim Hoffa, Teamsters General President. “Our union looks forward to forging a working relationship with the company as this agreement is implemented.”

“This new accord marks a significant step forward for workers' rights in the printing industry and in our union's relationship with Quebecor World, the largest single employer of our membership,” said George Tedeschi, President of the Graphic Communications Conference, which represents more than 60,000 members. “The protocol paves the way for nonunion workers to exercise their right to join a union and engage in collective bargaining, if they so choose.”

Showing Solidarity

Every day, workers at dozens of Quebecor World plants in the U.S. produce high quality catalogs, books, and magazines, including *Time* magazine, the Harry Potter books, the Victoria's Secret catalog and *Reader's Digest*. These workers have helped



At Quebecor





"Since the agreement, the atmosphere has been a lot more positive in the facility and people are openly talking about our union. Our future is looking brighter."

— BOB KUNZ, LEAD OPERATOR, FERNLEY, NEVADA PLANT

make Quebecor World one of the world's largest commercial printers, with U.S. sales topping \$6.6 billion in 2004 alone.

Quebecor World workers across the U.S. are now standing together to build their union. Their colleagues at Quebecor facilities in more than a dozen countries—from Chile to Sweden to the United Kingdom—have shown their solidarity in the global campaign to win the right to organize.

The agreement has ignited support and excitement among workers at nonunion Quebecor plants.

A Bright Future

"Since the agreement, the atmosphere has been a lot more positive in the facility and people are openly talking about our union. Our future is looking brighter," said Bob Kunz, a lead operator at the Fernley, Nevada plant.

"Things are different now that we have this agreement—more people are coming on board and talking freely about building our union," said Donovan Headrick, an assistant pressman in Versailles, Kentucky.

For Bryant, being a union member has

made all the difference in the world.

"We have better wages. We've negotiated our birthdays off. We have a better attendance policy," Bryant said. "Getting a voice in the workplace is not just a union issue, but a worker's issue. A voice empowers the employee."

Don Butler, who has worked in the press room for 33 years at Quebecor's Versailles plant, said he wants to form a union there because of concerns about skyrocketing health care costs and safety.

"In the past year, our health care costs have doubled," Butler said. "Several of my coworkers have had to go without medicine because they just can't afford it. Another coworker of mine had to give up his car because he could not pay for it and his medication."

James Chandler, a 20-year employee at the Versailles plant, works in the offset press.

"Without a union, there's nothing we can do to fix these problems," Chandler said. "It's important that people of all races and backgrounds get treated equally, and the union can help that happen. The money is decent, but I care about the treatment. I want to be treated with

respect and dignity. Don't hold me back because of the color of my skin."

Strong Track Record

Mark Russell, a 13-year employee of the Jonesboro plant who works on a cover feeder, said the union fights for workers.

"The union has fought for our double time," Russell said. "If we weren't in the union, our insurance would have skyrocketed. And the union has helped keep pay levels up."

Roy Taylor, a shipping department worker in Atlanta, said union membership for him and his coworkers carries many benefits.

"Because we have a strong union, we get the respect we deserve from Quebecor. With union representation, we have gotten better benefits, better treatment and job security. It makes for a better workplace and gives us clout so that the company can't just do us any way it wants," he said.

Union Power

Quang Truong, a unit assistant in Atlanta, said union membership means power.

"Any time I see management doing something that goes against our contract,

I say something. Our contract allows us to do that. A union contract protects our jobs and prevents management from firing people at will," Truong said.

Unionization has also improved safety at Quebecor plants, workers said.

"We had a meeting after a fire in the plant. Management listens to us now to find better ways to prevent and fight fires. It has improved a hundred-fold," said Ron Ghattie, a pressman in Memphis.

"With a contract we can speak freely and get things done. We had a bunch of break-ins at our plant and a group of us went to human resources to get more

security. It worked. We are now in the process of getting new entry gates around the entire plant," said Terry Thomas, also a pressman in Memphis, Tennessee.

Boosting Morale

Larry Johnson, who has worked at the plant in Olive Branch, Mississippi for about 17 years, said forming a union with the Teamsters will help boost morale among workers.

"Being Teamsters will give us a chance to advance fairly and people could take pride in their work," said Johnson, who works in the maintenance department. "It

would give us a sense of ownership—we would be more like partners."

Johnson, who is an ordained minister, said support for unionization is very strong.

"We have a strong solidarity committee," he said. "We have strong union supporters working on all the shifts so that we'll be ready when it comes time to sign cards. Soon, we will be able to negotiate our health care and retirement benefits. We're all looking forward to a brighter future."

Global Solidarity

Quebecor Workers Call for Worldwide Labor Standards

As the neutrality agreement heralds a new day for Quebecor workers in the United States, workers at plants around the world remain committed to winning a global labor-standards agreement for employees in all 17 countries where Quebecor World facilities are located.

March 16 was designated "Global Solidarity Day" for Quebecor workers around the world in order to create a sense of unity and raise public awareness on labor standards, workplace safety and the right to join unions. Workers wore stickers and T-shirts with solidarity slogans, issued public statements, held mass meetings and stopped work in an effort to bring attention to their cause.

The idea for a global solidarity day began in December 2004 at a landmark Global Solidarity Conference held in Memphis, Tennessee, which was jointly sponsored by the Graphic Communications International Union (GCIU), the European-based Union Network International (UNI) and the AFL-CIO. Delegates representing Quebecor World workers from 18 labor unions in 14 countries met to discuss concerns and develop strategies to attain basic rights for all Quebecor employees.



Links in a Chain

Actions on Global Solidarity Day were carried out in different ways, according to the culture of each trade union and the specificity of each country. A number of countries organized daylong strikes while others held general assemblies of workers and prepared motions to be delivered to management.

As workers organized activities across the globe for the solidarity day, a common theme emerged that had its roots in a speech by GCIU President George Tedeschi at the Global Solidarity Conference. Tedeschi urged the delegates to consider themselves as "links in a chain," creating a global cooperative of unionists, sharing information, resources and support to reach their goals with the company.

"This solidarity chain also enables us to jointly support each of our unions with other global companies as the need may arise," Tedeschi said. "Together, we can increase our union density and strength at Quebecor and elsewhere. We can—and must—work toward the common good to benefit everyone. We can be a worldwide labor chain—strong and united. Our members—and all workers throughout the world—deserve nothing less."



The Power of Diversity





Teamster Women Strategize for the Future at Women's Conference

Doris Welch may be retired, but she has never retired from her union. Welch, a longtime member of Local 237 in New York, continues to be a presence at many union activities. The annual Women's Conference is one of the highlights of her busy schedule.

"I wouldn't miss this conference for anything in the world," she said. "It's so gratifying to watch the conference get bigger each year and see all those bright young faces attending for the first time. It lets me know that all the hard work by older sisters like me, being the 'first woman this' and the 'only woman that,' wasn't for nothing. Besides, I've still got a thing or two to give—and learn."

Welch joined Teamster women from across the United States and Canada as they converged in record numbers to celebrate their achievements, diversity and growing strength at the Fifth Annual Women's Conference held in Niagara Falls, Ontario.

O Canada

The four-day conference, hosted by sisters from Teamsters Canada, was held under the theme, "Women Working Together in a Diverse Union." The conference emphasized women unifying to harness the power of diversity as a force for change in the workplace and beyond.

"It was a great pleasure for the Canadian sisters to host this event," said Barb Adam, a Women's Committee member from Local 879 in Hamilton, Ontario. "It was a very concrete way to show the diversity of our membership and showcase our pride in the union."

In the spirit of celebrating diversity, the conference featured both French and English language guest speakers. All conference attendees were able to understand and enjoy every part of the conference by way of translation headsets, which provided information in their own language from translators who were on hand all four days.

"I was impressed with the care taken to include everyone in the program," said Maria Molinaro of Joint Council 91 in Quebec. "And it was heartening to see members taking pleasure in the opportunity to experience presentations in another language."

The conference was designed to educate, inspire and strengthen the leadership potential of female Teamsters. A variety of presentations and workshops focused on skills building, increasing women's involvement in the union and highlighting the integral role women play in all major areas of the Teamsters.

A Change of Heart

Renee Lemux, a UPS driver and 19-year member of Local 177 in Hillside, New Jersey, felt the conference was outstanding in every way. It was her first conference and she was amazed at the variety of sessions and the quality of the presentations.



"I hate to admit it, but I was reluctant to come," she said. "The officers at my local thought it would be a good experience, but I had doubts. I worried that it would just be a gripe session. I couldn't have been more wrong."

Lemux credits the conference with giving her a whole new perspective on the importance of union involvement. Inspired by guest speakers and moved by stories from newly organized members, she realized her days as a Teamster in name only were over. She put the new attitude to work during the conference, lining up tasks to undertake back home, including using vacation time to assist in a push for DRIVE membership.

"I'm a changed woman, just from this conference—no kidding," she said. "I never realized how much effort goes into programs designed to benefit and protect members. Now I get it—if I want a good, strong union I have to be a good, strong member. It's so simple, really."

A Vital Role

General President Jim Hoffa and Teamsters Canada President Bob Bouvier were the keynote speakers headlining the opening-day events. Both were clear in their belief that women play a vital role in the union.

Hoffa congratulated the group on the ever-increasing growth of the conference and spoke enthusiastically about the obvious commitment to the union shown by those in attendance.

"The Women's Conference is one of my favorite events each year," Hoffa said. "You all have an incredibly high level of energy and are determined to increase the power of the union and shape the future of the labor movement. It is very motivating."

Getting Together Creating a Women's Committee at Your Local

The Women's Conference is an important event each year, providing a supportive atmosphere to discuss issues unique to women members, celebrate achievements, share experiences and develop strategies to strengthen the voice of women in the union.

However, it's not necessary to limit those activities to one annual event. Creating women's committees at the local union level is the best way to keep the energy and momentum from the Women's Conference alive and pass it on to others.

Starting any type of group or committee is never easy, but it does not have to be overwhelming. Start small and keep your goals reasonable. A successful committee does not have to be large. In fact, a committed group of five to 10 members can often make more of a difference than a larger group—at least in the early stages.

Setting Goals

Getting members to agree to attend another meeting may be the hardest task of all. They may be enthusiastic when discussing the idea of a committee, but find their schedule is full on the day of the meeting. To avoid numerous "no shows," plan your initial meetings to piggyback on events already scheduled such as membership, steward or other committee meetings at the union hall.

Announce the intent to form a group through flyers posted at the local and in break rooms, locker rooms and restrooms at work. Keep the first meetings fairly informal, but don't let them turn into a gripe session.

Set goals for the group together that can be achieved quickly and easily at first to boost energy and a sense of belonging. Goals can be as simple as discussing problem situations at work and generating workable solutions, arranging to attend a community seminar, or request and utilize educational materials from the Women's Committee or other departments at the Teamsters Union. As the group grows and evolves, goals can become more ambitious.



the conference, received appreciative applause from the audience when he stated that living with a wife and three daughters had trained him to recognize the importance of women's contributions in any situation.

He voiced pride in the achievements of the group, but also encouraged them to take their involvement one step further by developing a sense of personal responsibility for the future of the union. He urged them to learn more about the issues facing the union and to understand the consequences of the anti-labor trend in government.

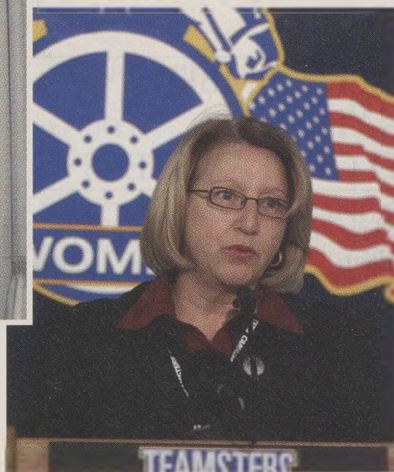
"Women are good communicators," Keegel said. "We need you to help educate your coworkers and community about the seriousness of issues like pension reform and attempts to diminish fair labor standards. The union is not separate from you—you and all your fellow members are the union. You should take attacks on labor personally—because they are personal."

Knowledge is Strength

Friday and Saturday afternoons at the conference were dedicated to educational workshops, with participants attending two workshops of their choice each day.

"The committee limited the number of workshops so there would be enough time for members to hear more than just basic information on a topic," said Cheryl Johnson, Co-Chair of the Teamsters Women's Conference.

This year's topics included financial management, negotiation skills, violence in the workplace, stress management and the importance of women in the union's history. Members attending the history workshops on Saturday received an added



bonus when International Vice Presidents Garnet Zimmerman and Al Hobart joined in the presentation.

"It's nice to be able to talk with leaders in an informal setting such as a workshop or networking session," said Anna Valdez of Local 2004 in Denver. "It makes you realize we all have the same goals for our union."

Support and Advice

Sharon Mozdy of Local 79 in Tampa, Florida can personally attest to the skill-building power of the workshops. Last year, after she shared some workplace frustrations in one of the workshops, the discussion switched to ways she could improve her situation. She was amazed at the support and helpful advice she received. Mozdy put the advice to use and was pleased with the outcome. She returned to the conference this year ready to provide that support to someone else.

"The skills and insights I gained in that workshop helped ease my frustration level and bolstered my confidence," she said.

Although the conference schedule was packed tightly with guest speakers and workshops, there was still plenty of time for women to network with sisters from different regions, share experiences and reflect on the achievements of the past year. Many women feel these opportunities are the best aspect of the conference.

"It was a great experience all around. Now I really understand why there is such strong Teamster pride and unity," said Melanie Boyko, a new member from the Brotherhood of Maintenance of Way Employees Division (BMWED) in Sorrento, British Columbia. "My unit ratified our first contract while I was at the conference, so now I'm excited and proud to say I'm truly a Teamster too."

SAVE THE DATE

The next Women's Conference will be from September 14-17, 2006 in Denver.

Hoffa also called on the women in attendance to direct some of that energy into organizing efforts and fighting anti-labor initiatives through political action. He encouraged them to volunteer whatever time they could, noting it wasn't necessary to be a professional in the field to make a difference.

"Organizing and political strength are the keys to our future—and you have a wealth of talent to bring to the table," he said. "Statistics show organizing campaigns have a better success rate when women are involved. So don't wait—we need you now."

Bouvier, presenting his remarks in both French and English, stressed the importance of all women members working together to help make a difference in the lives of working families. He added that a strong voice for women members in the union will be essential as the structure of the workforce changes. Bouvier praised the attendees for their skill in juggling tough work and family schedules and urged them to use that experience in the service of the union.

"This is an important conference for all women members," Bouvier said. "Working in solidarity to develop a stronger voice in the union is essential as the number of sisters in the union continues to grow. The conference provides the necessary building blocks to create that voice."

It's Your Union

General Secretary-Treasurer Tom Keegel, the featured speaker on the second day of

REPORT 87 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Benjamin R. Civiletti

Joseph E. diGenova

William H. Webster

DATED: June 6, 2005

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eighty-seventh Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including two Agreements received prior to proposed charges and the status of pending charges about which we have previously informed you. We will also discuss the status of two Information Reports which do not contain charges but were issued to the IBT as a means of providing information on irregularities requiring action by the IBT.

II. MEMBERS ACTION PRIOR TO IRB PROPOSED CHARGES

A. PHILIP FASULO - Local 813, Long Island City, New York

In the last issue of the *Teamster* magazine we reported that before formal charges could be recommended by the IRB to the IBT, Philip Fasulo, former member of Local 813, submitted an Agreement to the IRB. In the Agreement, while not admitting or denying wrongdoing, Mr. Fasulo agreed to permanently resign from the IBT and Local 813. The IRB found the Agreement served to resolve the matter and it is with United States District Judge Preska for review.

B. THOMAS CERBONE - Local 851, Valley Stream, New York

In the last issue of the *Teamster* magazine we reported that before formal charges could be recommended by the IRB to the IBT, Thomas Cerbone, former member of Local 851, submitted an Agreement to the IRB. In the Agreement, while not admitting or denying wrongdoing, Mr. Cerbone agreed to permanently resign from the IBT and Local 851. The IRB found the Agreement served to resolve the matter and it is with United States District Judge Preska for review.

III. STATUS OF PREVIOUS IRB CHARGES

A. ANTHONY FANDACONE - Local 295, Valley Stream, New York

In the last issue of the *Teamster* magazine we reported that the IRB issued an Investigative Report to the Mem-

bers of Local 295 Executive Board recommending that member Anthony Fandacone be charged with bringing reproach upon the IBT by refusing to appear for his scheduled in-person sworn examination. The Local notified the Chief Investigator that it would set a date for Mr. Fandacone to appear at a disciplinary hearing at Local 295. Mr. Fandacone through counsel said he was willing to appear and give sworn testimony before the IRB. This matter remains under consideration by the IRB.

B. JOSEPH LAMPASONA - Local 295, Valley Stream, New York

In the last issue of the *Teamster* magazine we reported that the IRB issued an Investigative Report to the Members of Local 295 Executive Board recommending that Joseph Lampasona be charged with bringing reproach upon the IBT by refusing to appear for his scheduled in-person sworn examination. The Local notified the Chief Investigator that it would set a date for Mr. Lampasona to appear at a disciplinary hearing at Local 295. Subsequently, Mr. Lampasona appeared and gave sworn testimony to counsel to the Chief Investigator. The IRB has the matter under consideration.

C. JOSEPH L. BERNSTEIN - Local 781, Des Plaines, Illinois

We have previously informed you that Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein allegedly brought reproach upon the IBT and violated his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. The IBT hearing panel found Mr. Bernstein guilty as charged. General President Hoffa adopted the hearing panel's recommendation and prohibited Mr. Bernstein from ever reclaiming membership in the IBT or participating in the affairs of any IBT affiliates but he was not prohibited from contact and association with IBT officers, members, employees, representatives and agents with respect to matters that do not involve union business.

On March 8, 2005, the IRB notified Mr. Hoffa that given Mr. Bernstein's conduct the IRB found the sanction imposed upon him inadequate. Mr. Hoffa's response was that he was standing by his original decision. The IRB informed Mr. Hoffa that his decision was inadequate and scheduled a new hearing on Mr. Bernstein for June 6, 2005.

On May 17, 2005, counsel for Mr. Bernstein requested that the IRB proceed directly to a post-hearing briefing schedule in lieu of the scheduled hearing. The IRB agreed to counsel's request and he delivered his post-hearing memorandum to the IRB and to the Chief Investigator. The Chief Investigator will deliver an answering memorandum to counsel for Mr. Bernstein and to the IRB. The IRB will then take the matter under further consideration.

D. THOMAS CALABRESE - Local 851, Valley Stream, New York

In the last issue of the *Teamster* magazine we reported that on May 4, 2005, the IRB issued an Investigative Report to the Members of Local 851 Executive Board recommending that member Thomas Calabrese be charged with bringing reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The attorney representing Mr. Calabrese in this matter requested that no action be taken until he had an opportunity to review the IRB's report. The IRB has agreed to the attorney's request.

IV. INFORMATION REPORTS

A. LOCAL 445 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

We have previously informed you that in April 2004 the IRB issued a non-charge Report to IBT General Counsel Patrick Szymanski concerning the allocation of Local expenses to the Local's Benefit Funds. For years, despite the IBT's directives that cost sharing agreements be well documented, the Union Trustees, who are Local officers and employees, permitted the Benefit Funds to reimburse the Local for expenses that were unsubstantiated by any written documentation. The evidence indicated that the Trustees breached their fiduciary duties to the Funds in permitting unjustified payments to the Local.

The IBT has informed the IRB that Local 445 agreed to implement the recommendations contained in the IBT's outside CPA firm's final report, including the transfer of about \$178,000 to the Funds from the Local's funds.

B. LOCAL 727 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

On May 9, 2005, the IRB issued a non-charge Report to IBT General Counsel Szymanski concerning the cost sharing arrangement among the Local and the three Benefit Funds. As part of this arrangement, the Local received approximately \$4.1 million from the three Funds between January 2001 and December 2004. During the years 2001 through 2004, Local 727 derived between 29 percent and 36 percent of its annual income from the payments to the Local from the Funds. Without these payments, the Local's expenditures would have exceeded its income by \$4.3 million during these years. There is insufficient reliable evidence that these transfers from the Funds to the Local were justified by services the Local and its employees performed on behalf of the Funds.

It appears that a method of allocation of time was chosen that allowed the significant flow of money from the Funds to the Local without adequate justification. In addition, the method used to increase payments out of the Pension Fund bore no relation to costs incurred and, even if the method was acceptable, was applied in a manner

that injured the Pension Fund. General Counsel Szymanski was given 90 days to advise the IRB what steps, if any, the IBT has taken or plans to take in response to this report.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 65 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VI. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

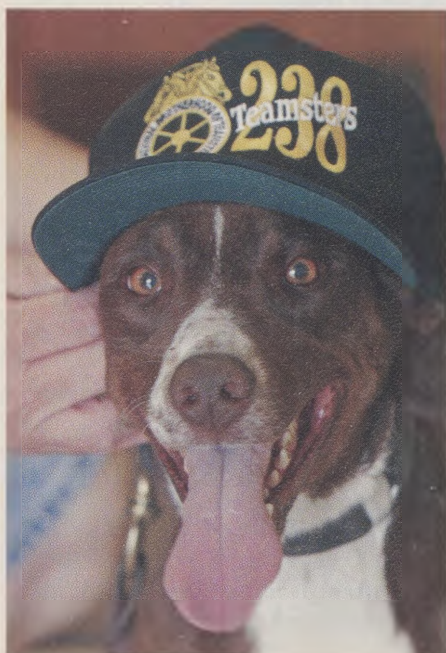
Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

Top Dogs

K-9 Team Earns Honorary Teamster Membership

Echo and Hank were just doing their usual job—sniffing out drugs for the Dallas County Sheriff's Department in Adel, Iowa—when they hit the mother lode. The K-9 team recently found more than \$16 million worth of cocaine and marijuana hidden in the structure of a recreational vehicle that had been stopped by police. It was the largest cocaine bust in Iowa history.

"These dogs are pros," said Dennis George, a Polk County detective and steward for Local 238 in Cedar Rapids, Iowa.



"We never would have found the drugs without them. Earlier searches had turned up nothing—so we knew it was time to bring in the expert noses."

When Local 238 heard about the successful search, they decided the dogs deserved special recognition. Honorary membership was granted to the canines, complete with their own union cards.

This is no small accomplishment for two mutts who barely made it out of the local animal shelter. Echo, 4, and Hank, 6, had each been deemed "too hyper" to be adopted and were likely candidates to be put down. Luckily, that energy is an asset for substance search methods used in law enforcement.

Valuable Additions

Hank, a yellow Labrador retriever, was rescued by the Dallas County Sheriff's Department and has been on the force for three years. Named the Iowa State winner of the United States Police Canine Associ-

ation competition last year, he lives with his handler Scott Faiferlick, also a member of Local 238. Echo, a German short hair/lab mix, completed training just over a year ago and works with the Polk County Sheriff's Department. He lives with the family of his handler, Dennis George.

"Very little was known about the dogs when they were adopted, but they have turned out to be valuable additions to law enforcement agencies in this region," George said. "Plus, their daily tasks use up a lot of that abundant energy, making them suitable to live with our families. It's a good deal for all of us."

Hank and Echo are unfazed by all the hoopla over the large drug bust. Extensively trained, the two dogs are as enthusiastic and thorough when searching for minute amounts of illegal drugs as they are about a trunk full of cocaine. And the reward is always the same—a rolled up towel that can be used in a rousing game of fetch or tug-of-war.

ELECTION SUPERVISOR'S REPORT

LOCAL UNIONS SUBMIT PLANS FOR FALL 2005 DELEGATE ELECTIONS

ELECTION SUPERVISOR RECEIVING PETITIONS FOR PRE-CONVENTION ACCREDITATION OF CANDIDATES

The proposed *Rules for the 2005-2006 IBT International Union Delegate and Officer Election (the "2006 Rules")* provide that a local union with a regularly scheduled local officer election in Fall 2005, or that is a "seasonal Local Union," may conduct its election for delegates to the 27th International Convention of the IBT in 2005. As of this writing, the Office of the Election Supervisor had received plans proposing to schedule 2005 elections from these 20 local unions:

IBT Local Unions Proposing 2005 Delegate Elections in 2005

77	247	439	812
87	250	516	813
89	252	550	890
169	261	584	912
173	279	601	948
214	305	677	995
231	401	760	2040

As local union plans are reviewed and approved, the Election Supervisor's website, www.ibtvote.org, will post a master calendar of dates relating to the election of convention delegates. You should receive individual notice by mail of delegate nomination and election events at your local union, and schedule information should also be posted on local union bulletin boards. All other locals will conduct the nomination and election of IBT Convention delegates starting in January 2006.

Article X, § 1 of the 2006 *Rules* provides that accredited candidates for International Union office may obtain access to membership lists and may have literature published in the *Teamster* magazine. A candidate seeking accredited status must obtain signatures on petitions of at least 2.5% of all IBT members eligible to vote for the

office being sought. The minimum signature requirements are as follows:

Office	Signatures Needed
Union-Wide	35,802
Regional Offices	
Central	11,086
Eastern	10,353
Southern	2,862
Western	8,554
Canadian	2,946

The Election Supervisor's official forms for accreditation petitions are available at www.ibtvote.org (form 5 and form 16).

The Government and the IBT are reviewing comments received on the 2006 *Rules* and, at the conclusion of their review, will ask the U.S. District Court for the Southern District of New York to approve the 2006 *Rules* retroactive to May 1, 2005.

The 2006 Rules as published for comment have been in effect as of May 1, 2005. Members, potential candidates, independent committees and all affiliates must abide by the 2006 Rules as published for comment, including compliance with all provisions concerning campaign activities, fundraising, reporting and other requirements and obligations. Appropriate provision will be made in the final 2006 *Rules* with respect to the application of any changes from the 2006 *Rules* as published for comment.

Regional Directors for the Election Supervisor's Office are in place to provide information about the election and to provide assistance to local unions and members as needed. The contact information for the Regional Directors (and for headquarters) follows:

North East Region

David F. Reilly, Esq.
22 West Main Street
North Kingston, RI 02852
Ph: 401-294-9595
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Elliot, Pishko, Morgan
426 Old Salem Road
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Fax: 202-429-0030
Email: Electionsupervisor@ibtvote.org

Contact information for both Election Supervisor headquarters and the Regional Directors may also be found at www.ibtvote.org.

Richard W. Mark
Election Supervisor

The James R. Hoffa Memorial Scholarship Fund 2005 Essay Contest



2005 Essay Topic:

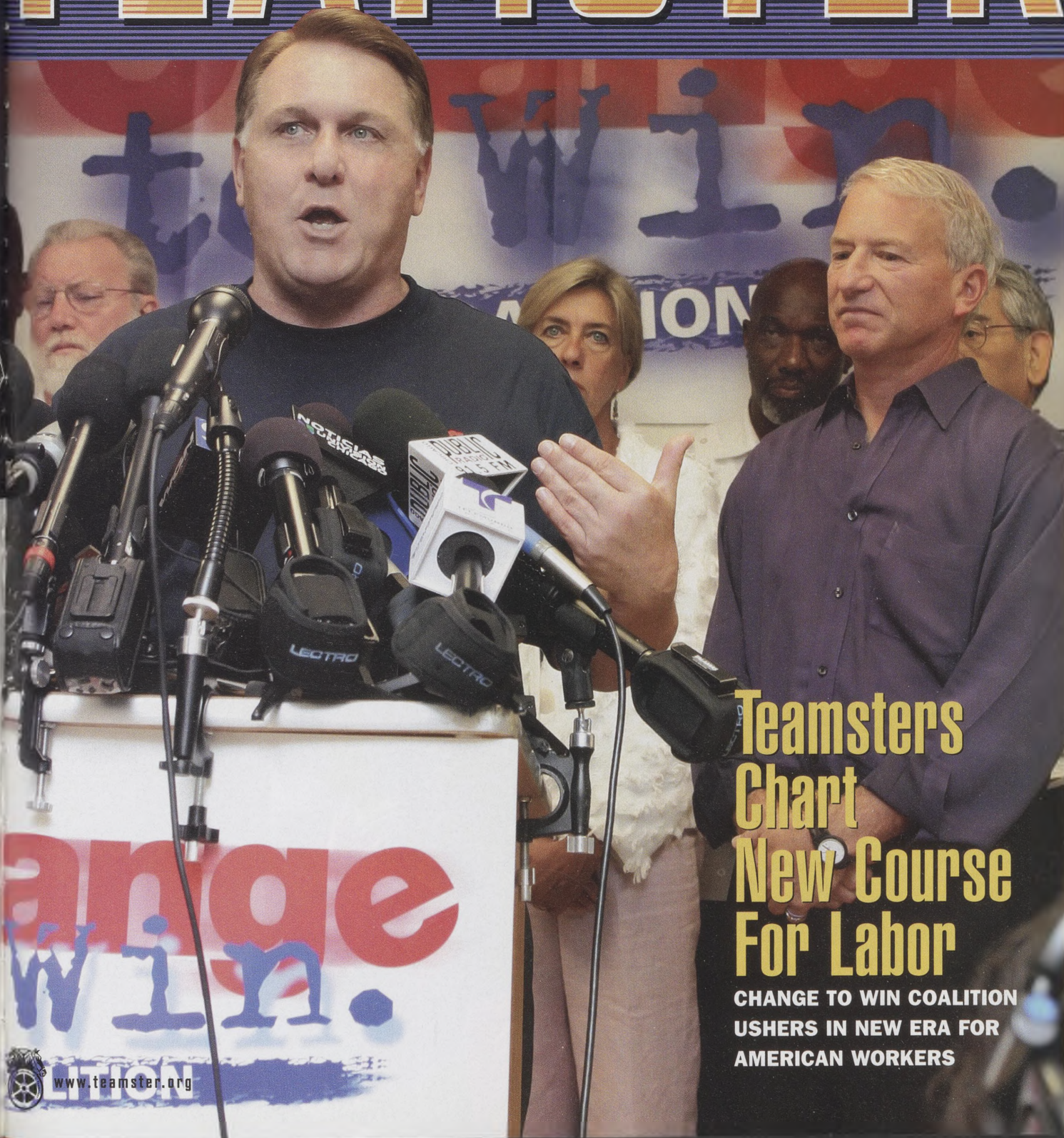
Describe a brief history of your Teamster parents' or grandparents' involvement in their Local Union. How has it affected your family and why is it important to you?

For high school graduates, age 23 and younger, who are children or grandchildren of Teamster members

For more information, contact your local Teamsters Union office or visit www.teamster.org.

Deadline for submissions is September 30, 2005

TEAMSTER



Teamsters Chart New Course For Labor

CHANGE TO WIN COALITION
USHERS IN NEW ERA FOR
AMERICAN WORKERS

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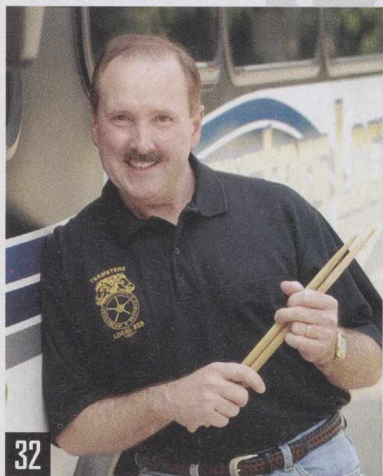
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www.teamster.org



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A MESSAGE FROM THE GENERAL PRESIDENT

The Time Is Now

Now is the time to rebuild the American labor movement. The Teamsters decision to disaffiliate from the AFL-CIO, while difficult, is straightforward—we can no longer operate with a top-heavy bureaucracy that focuses on politics more than workers. It's time to put organizing workers first.

We believe that our departure is an essential step in our struggle to reverse the decline of the labor movement. Our decision has been greeted with enthusiasm from thousands of our members and activists. American workers need something bolder if we are ever going to restore the American Dream in this lifetime.

A New Beginning

Breaking with the status quo is never easy, but there are times when it is necessary. Our union believes we are living in such times. The painful lesson of the 2004 presidential election was that all the money and mobilizing in the world is not enough when your numbers are too small. In our view, the labor movement must organize like never before in order to change the political climate that is undermining workers' rights and their livelihoods.

As a result, we have chosen a course of growth and strength for the American labor movement that makes organizing new members priority number one. In partnering with other strong and dynamic unions in the Change To Win Coalition, we are better positioned to organize the unorganized and create real power for working families. On September 27, we

will join with these forward-thinking unions to form a new labor federation. We see this moment as a new beginning for America's workers.

Defending Workers

While there is much to be excited about, there are some things that will not change. The Teamsters will remain the bulwark of the labor movement. Striking workers, no matter what union they belong to, can always count on the Teamsters for support and assistance. That is our history and tradition and we will never waver from our proud role as defenders of America's working men and women.

We will continue to work with our brothers and sisters to achieve justice for all working people. Our coalition will not allow corporate America to pit one union against another to the detriment of our members and their families. We bear no ill will towards our brothers and sisters that remain in the AFL-CIO and we pledge cooperation with the AFL-CIO on all fronts that affect working families.

American workers need and deserve a labor movement that is flexible and aggressive enough to meet the challenges of the new global economy. The Teamsters are committed to building that movement now, and will work with our coalition partners in the months to come to birth a new labor movement that connects with and gives hope to all of America's workers.

James P. Hoffa

Congress Fails Workers, Approves CAFTA

Trade Agreement will Deepen Negative Effects of NAFTA

In a blow to workers everywhere, Congress narrowly passed the job-killing trade bill—the Central American Free Trade Agreement (CAFTA)—by a vote of 217 to 215 on July 27. This unfair trade deal will further spread the damage of its predecessor, the North American Free Trade Agreement (NAFTA).

"Congress had an opportunity to act on behalf of workers here in the United States and across Central America by killing CAFTA," said Jim Hoffa, Teamsters General

President. "Instead, Congress voted on the side of multinational corporations that want to sell off U.S. jobs to the lowest bidder. Americans should be outraged."

CAFTA supporters prevailed only by resorting to cheap tricks, including buying off lawmakers with pork projects and threatening others with cuts in funding for roads and other infrastructure projects in a transportation bill. Many members of Congress who voted for CAFTA did so out of fear and threat of retri-

bution, not because they believed it was good for America.

Teamsters Take Notice

Thousands of Teamsters reached out to their Senators and Representatives with phone calls, emails and letters in an effort to derail the legislation. In Chicago, 600 members of Local 705 signed up for DRIVE—the Teamsters' political action committee—during the week CAFTA was voted on. But members in Illinois were stunned when Rep. Melissa Bean (D-IL) joined 14 other Democrats in voting to support a trade deal that supports outsourcing and will lower wages and workers' standard of living.

"We worked hard to help Rep. Bean unseat Phil Crane, one of Congress' most anti-labor politicians. It's a disgrace that she cast her vote the same

way he would have," said Steve Pocztowski, Secretary-Treasurer of Local 705 and a resident of Bean's 8th District. "Our elected officials, especially those elected with the support of labor, must be held accountable for the votes they cast."

"I would like to thank those members who were true leaders in this battle, including Reps. Sherrod Brown (D-OH) and Walter Jones (R-NC), for their outstanding leadership and strong determination in trying to defeat CAFTA," Hoffa said. "To those Representatives who voted against this job-killing trade deal, I extend the gratitude of the 1.4 million members of the International Brotherhood of Teamsters. To those who abandoned working families by voting for CAFTA, the Teamsters have taken notice."

CAFTA

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John Steger
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Washington, DC 200



Pay the Piper

Ferguson Drivers Unanimously Vote for Teamster Representation

Thanks to the combined organizing efforts of Joint Council 37, Local 162 and Local 63, drivers at Ferguson Enterprises, a plumbing supply distributor in Portland, Oregon recently voted to join Local 162.

The drivers contacted Joint Council 37 in Portland in February because they were concerned about job security and their pensions. After receiving the call, Joint Council 37 and Local 162 began researching Ferguson and found that some of their employees were already Teamsters.

Debbie Burrows, a business agent for Local 63 in Rialto, California had previously negotiated a master agreement with Ferguson for five Southern California locals. She provided invaluable support to Joint Council 37 and Local 162 before organizers even began their ground campaign.

"This is what being a Teamster is all about—working together to get the job done," said Jim Hoffa, Teamsters General President. "I welcome these new members into our Teamster family."

Wal-Mart of the Industry

"Ferguson Enterprises is the Wal-Mart of plumbing and heating," said Tony Andrews,

President of Joint Council 37. "With more than 700 sites nationwide and \$3.3 billion in sales annually, they ought to be paying their workers a fair wage with good benefits."

Ferguson management even flew in their head attorney from Virginia, who said there would never be a union on his watch. Despite his threats, the workers stuck together during the campaign and overcame company intimidation tactics.

"Teamsters along the West Coast rallied to each other's aid to make this victory possible," said Roger Niedermeyer, Secretary-Treasurer of Local 162 in Portland. "This is a sterling example of Teamster solidarity in action."

After their victory, Ferguson workers elected Carey Balogh their first shop steward and then held their first bargaining session.

"Management kept making the rules without us—we had no pay increase for five years and our pension plan was frozen and then was turned into a defined contribution plan," Balogh said. "Now that we are Teamsters we can fight for better pay and better benefits. Management will give us the dignity and respect we deserve."

Port Breakthrough

Historic Agreement with Maritech Signed

The Teamsters recently secured their first new contract with a container hauler in more than 20 years when they reached a six-year agreement with Maritech Leasing. The contract is the first step toward a solution to the problems that have plagued port trucking throughout the United States.

"This is the initial step to reestablishing the Teamsters in America's ports," said Chuck Mack, Director of the Teamsters Port Division. "Port drivers on the West Coast now have a contract that guarantees them fair wages, health and pension benefits and a grievance system."

Maritech also agreed to remain neutral during any future organizing efforts by the Teamsters at their terminals across the country.

Under the agreement, Maritech will provide the port drivers with an hourly wage and pay for all costs associated with keeping a truck on the road. In contrast, independent owner-drivers in the port industry wait hours for a load without pay and are responsible for all costs associated with their vehicle.

Work Pays Off

"I love being a Teamster," said Carlos Camey, a container hauler for Maritech. "I am now paid for every hour I work and I can provide my family with health insurance. I was working so hard to be part of a union and now that I am, I am so happy."

This contract covers truckers operating company equipment, but the Teamsters are also working to represent owner-drivers hauling for port trucking companies throughout the U.S.

"We believe that intermodal transport companies see the advantage of treating owner-drivers as employees and stabilizing the industry through Teamster contracts," Mack said.



No Mechanical Bull

Local 2727 Wins Grievances with UPS

Local 2727 and UPS recently reached an agreement that settled 54 outstanding grievances concerning outsourcing of mechanical work on UPS airplanes. The agreement secures additional work for many of the 1,241 UPS airline mechanics (AMTs) and related workers and provided \$50,000 for 82 aggrieved employees.

The agreement covers workers at the 88 gateways in the United States and Puerto Rico staffed by Local 2727 members. Negotiated by Local 2727 President Bob Combine, the local's executive board and UPS management, it resolves numerous pending charges that the company had outsourced work that should have been performed by Teamster AMTs.

"This is a great agreement."

— ANTHONY POLICHETTI

"In addition to payments Teamsters received, we gained work that we hadn't regularly performed before," Combine said. "We also firmed up the

contract language for sheet metal work and pylon repairs, and determined the criteria to judge whether subcontracting, if necessary, will be performed."

Working Together

"This is a great agreement," said Anthony Polichetti, a 14-year AMT based at UPS' hub in Louisville, Kentucky.

Like fellow Teamster AMTs, Polichetti performs major and minor body repairs, engine maintenance and avionics work on UPS' wide-ranging fleet of aircraft.

"Teamster mechanics perform exceptional work under tight deadlines," Combine said. "They work on a huge range of aircraft from different makers—there is no simple job for them."

Among the agreement's highlights is the definition of factors used to determine the capacity of work that can be performed at UPS gateways and instances when sending

overflow work to other mechanics might be necessary.

"Instead of farming out the planes to outside vendors, we're keeping more here," Polichetti said.



Marathon Man

Local 283 Wins Justice for Fired Worker

When Marathon Ashland Petroleum fired a Teamster at their Detroit plant, Local 283 sprang into

action. After a hard-fought battle before an arbitrator, Doug English, the Local 283 member, had his job back at Marathon a



year to the day after he was wrongfully terminated.

"Local 283 really went to bat for me," said English, a 20-year employee of the company. "The local has always been there for my coworkers and me and this was no different."

The final arbitration award from the company could come in anywhere from \$80,000 to \$125,000.

Keeping a Close Eye

"This victory shows the importance of filing grievances and keeping a close eye on what companies are doing," said Steve Hicks, President of Local 283 in Detroit. "Corporate greed is always going to be a problem, but when some-

thing like this happens and you get the facts early, it can turn out to be a great victory over corporations. This shows why people should be in unions."

"Doug's coworkers really supported him throughout this ordeal," said Mike Finegan, Vice President of Local 283. "They treated him just like family. It was great to see Teamsters pulling together like that for one of their own."

This isn't the first time Marathon found themselves on the wrong side of a Teamster contract. In 2001, Local 120 in St. Paul, Minnesota won a member's job back, plus back pay, seniority and benefits, after the company wrongfully fired him.

Everything to Gain

Local 776 Probation Officers Celebrate First Contract

Ault and Juvenile Probation Officers in Cumberland County, Pennsylvania recently made substantial economic gains, including wage increases, sick leave and significant health care cost protections, when they received favorable arbitration results for their first contract as members of Local 776 in Harrisburg.

The employees also made improvements in overtime pay and workweek hours. The Pennsylvania Labor Relations Board Hearing Panel delivered the positive ruling.

"We believe the interests of the employees were well served by the arbitration process," said Kevin Cicak, a Local 776 business agent. "Our committee did a great job identifying and researching key issues and our thorough presentation to the hearing panel clearly influenced the outcome."

"I'm very pleased," said

Greg Richardson, an Adult Probation Officer. "The Teamsters really delivered for us. They did all they said they would and much more."

In the three-year agreement, wages will increase in a range from \$2.13 to \$3.74 per hour, depending on seniority and classification. The average raise during the period will exceed \$3.30 an hour. Coupled with increased protection in the calculation of overtime pay and a move to a 40-hour workweek, the employees will see significant increases in their annual earnings. The employees also recovered seven sick days annually that had been lost prior to organizing with the union.

Strength in Numbers

The officers first approached Local 776 last year, frustrated by wage caps and a lack of respect and professional treatment from county officials. All of the officers



were required to be college graduates and many held advance degrees yet they were placed on a salary scale below non-degreed, part-time, non-professional positions with far less responsibility.

Following a well-prepared organizing blitz by Local 776, domestic relations officers, along with the probation and parole officers for the county, voted to join the union by an overwhelming margin. After several months of

non-productive contract negotiations, a decision was made to submit the matter for arbitration.

"We're proud to add this segment of Cumberland County employees to our ranks," said Dan Virtue, Local 776's President. "More and more law enforcement professionals are finding that the Teamsters can really help them because of our strength in numbers."

Righting Wrongs in a Right-to-Work State

Local 71 Ratifies Contract After 24-Hour Strike

After staging a 24-hour strike, warehouse workers at Northern Tool & Equipment Company in Fort Mill, South Carolina voted 54-8 to ratify a four-year contract with the Minnesota-based company.

Members of Local 71, based in Charlotte, North Carolina, reached an agreement with Northern Tool seven days after the strike shut down produc-

tion at the warehouse for three days. The prior six months of negotiations had led nowhere.

"We walked out with such force, it kind of forced their hand," said Ernest Wrenn, Secretary-Treasurer of Local 71. "They were not expecting that at all."

Striking in the Red Zone

The strike also made waves in the small South Carolina town

known for its textile mills and hostility toward unions. Within 15 minutes of walking out, workers were met with 30 carloads of police, a SWAT team, K-9 squad and officers with stun guns.

"It was rough. They were really trying to intimidate us but we stood strong," said Harold White, a mail order lead and shop steward who served on the bargaining committee.

The strikers also attracted the attention of four television stations and made the front page of the local newspaper the following day.

Forced back to the table, the company changed its "last and final offer" to include an improved health care plan and a key clause allowing temporary workers with more than 90 days on the payroll to become eligible to join the

TEAMSTER-MADE

Local 986 Goes to Bat for Hillerich & Bradsby

Thousands of baseball and softball players on playgrounds across the country can thank a Teamster for helping them hit their game-winning home run.

More than 100 members of Local 986 in South El Monte, California work at Hillerich & Bradsby in Ontario, California where they make the company's aluminum baseball and softball bats with the famous "Louisville Slugger" label. Little leaguers, high school players and college athletes nationwide use the bats.



Local 986 has represented the workers for more than 25 years. The unit includes silk screeners; iron, dye and seal operators; material handlers; foam and casting machine operators; heat treat and saw operators; center/groover technicians; utility, maintenance and janitorial workers; shipping and receiving; forklift operators; packers; polishers, welders and degreasers; assembly and pre-assembly; general labor; and cooling coordinators.

A Talented Group

"This is a very talented group of workers and their hard work makes the company successful," said John Harren, Secretary-Treasurer of Local 986. "Teamsters looking for a quality aluminum baseball or softball bat will hit one out of the park using these products."

Richard Unzueta, a five-year employee and steward, is a groover/spinner, responsible for making the bats round at the tip of the barrels.

"We are very proud to be Teamsters, and because of that we make the best quality baseball bats in the world," Unzueta said.

Although Major League players continue to use wooden bats, most other players at other levels began using metal bats in the 1970s. The popular, durable bats make baseballs and softballs travel faster and longer on contact, and the metal bats are now the company's biggest seller.

"We walked out with such force, it kind of forced their hand. They were not expecting that at all."

— ERNEST WRENN, SECRETARY-TREASURER, LOCAL 71

union. Temporary workers currently make up 20-35 percent of the workforce at Northern Tool.

Piece of Cake

Rubinelles Golden, a transportation coordinator and mother of three, was well acquainted with Northern Tool's anti-union behavior long before she walked the picket line. A strong leader in

the battle to win a first contract, Golden was fired one month after the warehouse became union.

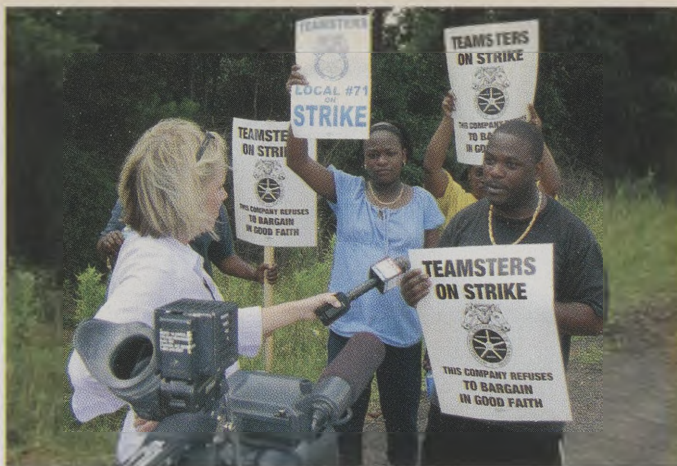
As she was leaving work one day, Golden was asked by a security guard to empty her purse before passing through a metal detector. She removed a piece of cake wrapped in tin foil, which she was bringing home to her son. The guard mashed the cake with his fist

and then demanded that she unwrap it so he could inspect the contents. Not willing to stand for any more harassment, she dropped the cake in the trash and left. Two days later, she was fired.

After a regional grievance committee deadlocked, leaders of Local 71 brought her case to arbitration. As a result, Golden was reinstated and awarded

\$25,000 in back pay. Since then she has received a promotion, bought a new car, and been able to pay a portion of her son's college tuition.

"I'm getting more involved with the union because I want to get more people educated about what the union is all about. Without the union, none of us would have a job," she said.



TEAMStar

Early Retiree Health Plan

The IBT is pleased to announce the availability of the new TeamStar Early Retiree Health Plan. This plan makes limited benefit, basic hospital, medical and surgical insurance available to Teamster members and their families. It is designed for those who have retired before age 65 and find themselves caught in the gap – not yet eligible for Medicare and either totally without health insurance or seriously under insured.

The TeamStar Early Retiree Health Plan provides coverage for hospital and surgical expenses (including hospital benefits up to \$100,000 per sickness or accident), outpatient non-surgical charges, ambulance charges and an accidental death benefit. **This coverage is offered at group rates available to Teamster members only.**

This is a limited benefit policy and does not cover all your health care expenses.

For a free information packet, call 1-800-808-3239.

There is no obligation and no agent will call on you.

The TeamStar Early Retiree Health Plan is currently available in AK, AL, AZ, CA, CO, DC, GA, HI, IA, IL, KS, KY, MD, MA, MI, MS, MO, MT, NE, NM, NC, ND, NJ, NY, OH, OK, OR, PA, RI, TN, TX, UT, VA, WA, WI, WY. The program will be available soon in the remaining states.

RAE51320





Changing to Win

TEAMSTERS LEAVE AFL-CIO TO FORM STRONGER MOVEMENT

On July 25, the Teamsters Union withdrew membership from the AFL-CIO to chart a new course of growth and power for Teamsters and all working families. The departure of the Teamsters spurred an exodus from the AFL-CIO of two other unions, with more to follow.

The split has created energy and excitement about the labor movement that hasn't been realized in decades. The Teamsters and other reform unions are moving quickly to capitalize on the momentum, developing plans for strategic, coordinated efforts in organizing and in politics that will build power for members and their families.



Change To Win Coalition

REPRESENTING NEARLY
6 MILLION WORKERS

- Teamsters Union
- Laborers' International Union of North America
- Service Employees International Union
- United Brotherhood of Carpenters and Joiners of America
- United Farm Workers of America
- United Food and Commercial Workers
- UNITE HERE



"This is just the beginning of a new era for America's workers," said Jim Hoffa, Teamsters General President. "We are at the beginning of an organizing revolution. By organizing, we will improve the wages and benefits for all of our members. By increasing our density in core industries, we will raise the standards for all workers."

Principled Decision

The unanimous decision by the Teamsters General Executive Board to leave the AFL-CIO was reached as a matter of principle and based on a commitment to devote maximum resources to rebuilding the American labor movement. After a lengthy and thoughtful process that spanned nine months and involved every level of the Teamsters Union, the board determined that strength and growth must be achieved by organizing the 92 percent of private-sector workers not in unions.

"This was a choice between the old guard of organized labor versus reformers with energy and new ideas," said Jack Cipriani, International Vice President. Cipriani was appointed to the AFL-CIO Executive Board in February and is President of Local 391 in Greensboro, North Carolina.

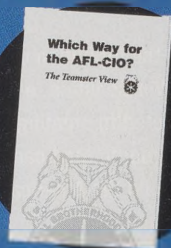
"It became clear to us that the leadership of the AFL-CIO would rather protect outdated institutions and bureaucracy instead of workers in this country," he said.

Making History

TIMELINE OF RECENT EVENTS

December 8, 2004: Teamsters provide bold plan to restructure the AFL-CIO, "Which Way for the AFL-CIO? The Teamster View."

January-February 2005: Teamsters reform plan gains momentum, attracting the support of some of the largest and fastest-growing unions in the AFL-CIO.



March 2, 2005: Teamsters President Jim Hoffa holds news conference in Las Vegas at the AFL-CIO Executive Council meeting, declaring: "It's time for a

change." In a show of solidarity, he is joined by the presidents of the Laborers', SEIU, UFCW and UNITE HERE. The unions issue a joint Statement of Principle and vow to fight for reform.

May 9, 2005: The fight for reform takes center stage at the Teamsters Unity Conference, with SEIU President Andy Stern, Laborers' General President Terence M.

O'Sullivan, UNITE HERE General President Bruce Raynor and UNITE HERE's President/Hospitality Industry John Wilhelm.





Q&A: Jim Hoffa

Teamster magazine recently sat down with Jim Hoffa, Teamsters General President, to find out more about why the union left the AFL-CIO.

Q: In the debate about reforming the labor movement, the Teamsters pushed for a 50 percent rebate on AFL-CIO per capita taxes for affiliates. Does the union need money?

A: No, the Teamsters Union is in very strong financial shape. The debate is about the future of the labor movement and reversing the decline in membership. Today, less than 13 percent of all workers in this country are represented by a union. We believe the path to growth is through organizing, while the leadership of the AFL-CIO and

Worker Support

Teamsters across the country said they support the decision to leave the AFL-CIO and are optimistic about the growth and strength it will bring to the union and the entire labor movement.

"Organizing is definitely the direction we need to go," said Robert Zamora, a member of Local 533 in Reno, Nevada, who has worked at UPS for 23 years. "We need to organize in order to regain the power unions once had."

The Teamsters left the AFL-CIO on the same day as the Service Employees International Union (SEIU). The joint

announcement was made at a major news conference held in Chicago at SEIU Local 1 on the opening day of the AFL-CIO convention.

"This departure from the AFL-CIO is absolutely necessary if we are going to have a vital trade union movement in this country, now and in the future," said Chuck Mack, International Vice President and Secretary-Treasurer of Local 70 in California.

The Right Approach

Hoffa said at the news conference that the last 10 years of AFL-CIO President John

Sweeney's tenure has been a disappointment because of the labor movement's continued decline, with the share of the workforce belonging to unions reaching an all-time low.

"We proposed that the AFL-CIO embark on a new course of action that would not only protect our existing Teamster members and their families, but

Making History TIMELINE OF RECENT EVENTS



May 16, 2005: The Teamsters and their four union reform allies issue "Restoring the American Dream: Building a 21st Century Labor Movement that Can Win," an innovative reform plan that builds on the Teamsters plan to revitalize the labor movement.

June 15, 2005: The Teamsters are joined by UFCW, UNITE HERE, Laborers, and SEIU in

announcing the formation of the Change To Win Coalition, a new alliance devoted to creating a large-scale, coordinated campaign to rebuild the American labor movement.

June 27, 2005: The Change To Win Coalition gains

another important partner, the United Brotherhood of Carpenters and Joiners of America.



July 21, 2005: The Teamsters General Executive Board unanimously authorizes Hoffa and General Secretary-Treasurer C. Thomas Keegel to withdraw from the AFL-CIO if the federa-



its allies want to throw more money at politicians. We believe we must devote maximum resources to organizing if we are to grow. To achieve this goal, we proposed a 50 percent rebate that would provide a financial incentive to unions to boost organizing in their core industries. For the Teamsters, core industries include package delivery, freight, carhaul and others. To qualify for

the rebate, unions must spend at least 10 percent of per capita income or at least \$2 million, whichever is greater, directly on organizing in their core industries. Unions that would like to pay less to the AFL-CIO but do not meet the thresholds would have an incentive to restructure or to merge with a larger and stronger union. The AFL-CIO encouraged affiliates to spend

more money on organizing, but it had no enforcement mechanism to make that happen.

Q: Why the emphasis on core industries? Shouldn't unions be organizing every worker they can?

A: The strength of unions and their members is eroded when an industry is divided between multiple unions. For example, 15 different unions represent workers in transportation and 15 unions are in construction. Uniting more workers requires lead unions in an industry to have the focus, strategy and resources to win. The AFL-CIO structure and rules condone strategies that divide workers' strength and undercut their living standards. We shouldn't be fighting over workers that already belong to unions. We should be focused on organizing the 87 percent of

workers in this country who are not union members.

Q: What will the Change To Win Coalition unions do differently?

A: We are planning large-scale, coordinated campaigns, similar to our effort with UNITE HERE on Cintas. Our seven unions have agreed that we will not raid each other, and are pursuing similar agreements with other unions outside the coalition. The Change To Win unions also have decided that we will not be an arm of the Democratic Party, and instead will support politicians who are supportive of workers and their issues, regardless of political party. Change To Win will have a founding convention this fall to start addressing how we can revitalize the labor movement, and more details will emerge at that time.

lead to thousands of new working men and women having the opportunity to organize into a strong union that would give them the chance to achieve the American Dream—to own their own home, send their kids to college and plan a strong retirement,” Hoffa said at the news conference.

“In our view, we must have more

union members in order to change the political climate that is undermining workers' rights in this country. The AFL-CIO has chosen the opposite approach,” Hoffa said.

“Our world has changed. Our economy has changed. Employers have changed. But the AFL-CIO is not willing to make fundamental change,” said Andy Stern, SEIU President.

Other Union Voices

The disaffiliation of the United Food and Commercial Workers (UFCW) occurred just four days later.

“Solidarity means workers in an industry standing together in their union and supporting all other workers in their industry,” said Joe Hansen, UFCW President. “On this core issue—redirecting resources to organize industry-wide for worker power—there is a fundamental difference with the AFL-CIO.”

Labor's reform effort began last December when the Teamsters proposed a bold, new plan for the AFL-CIO that would pare down bureaucracy, cut over-

spending and encourage all affiliates to develop aggressive, strategic organizing programs in core industries through rebates of per capita taxes.

The Teamster proposal also called for tough oversight and penalties for unions that break Article 20 and 21 protections, undercutting contract standards and undermining American workers. The AFL-CIO has been complacent about enforcement, notably in a Teamster carhaul dispute with the International Association of Machinists. The anti-labor actions of the Machinists have undercut hard-fought, strong Teamster contracts at Auto Truck Transport, and the AFL-CIO's unwillingness to act decisively to stop the double-breasting by the Machinists has cost thousands of good-paying Teamster jobs.

The Teamster reform plan quickly gained momentum with support from the largest and fastest-growing unions in the AFL-CIO. This led to the formation of the Change To Win Coalition in June by the Teamsters, SEIU, UFCW, the Laborers' International Union of North

tion does not agree to reforms proposed by the Change To Win Coalition.

July 22, 2005: The United Farm Workers of America announces in Chicago, on the eve of the AFL-CIO Convention, that it is joining the Change To Win Coalition, bringing the number of reform unions to seven.



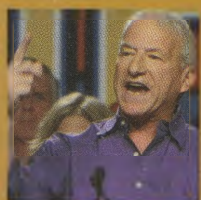
Worker Power

CHANGING TO GROW AMERICA'S LABOR MOVEMENT



Jim Hoffa, Teamsters General President: ***"This is just the beginning of a new era for America's workers. We are at the beginning of an organizing revolution."***

Andrew Stern, Service Employees International Union President: ***"We believe we can and will succeed based on our own efforts—not on a rescue from others."***



Anna Burger, Chair of the Change To Win Coalition: ***"Workers don't think about living in a red state or a blue state. They think about the difficult choices they face—housing or health care, bus fare or breakfast."***

Joe Hansen, United Food and Commercial Workers President: ***"We believe in worker solidarity and in organizing to build worker power through solidarity."***



Terence O'Sullivan, Laborers' International Union of North America General President: ***"This is not a fight between unions, but rather a fight for justice for ordinary working men and women to restore the American Dream."***

Arturo Rodriguez, United Farm Workers President: ***"The Change To Win Coalition mirrors our commitment of finding new ways to refocus on organizing and vigorously pursue anti-worker employers."***



America and UNITE HERE. Since then, two other important unions have joined: the United Brotherhood of Carpenters and Joiners of America and the United Farm Workers.

"I am honored to stand with the Teamsters. When you take on one of us, you've got to fight all of us. That's solidarity," said Bruce Raynor, UNITE HERE General President.

Redirecting Resources

The percentage of workers represented by unions has steadily fallen to the point that less than 13 percent of all U.S. workers belong to a union—the lowest percentage since the birth of the modern labor movement. In the private sector, only 8 percent of workers are members of unions.

Last year's presidential election showed that even labor's maximum efforts often fall short for the simple reason that there are too few members. The outcome of the election would have been reversed had there been only 10 percent more union members in Ohio.

At the core of the Teamsters proposal, which served as the base for the Change To Win Coalition plan, is the redirection of resources to rebuild worker power through strategic organizing to increase

the number of unionized workers within an industry or occupation. Organized and engaged union workers in an industry constitute the foundation of worker power.

The dynamics of the new economy demand industry-wide organizing and coordinated bargaining to improve living standards, ensure affordable health care and renew respect for work and workers.

But the AFL-CIO refused to embark on fundamental reform and blocked real debate and consideration of the Coalition's reform plans, including provisions that would cut in half AFL-CIO per capita dues for unions committed to organizing. The plan also encouraged growth and strategic mergers to build worker power.

Unreliable Politicians

"I embrace the decision to disaffiliate," said Betty Rose Fischer, Secretary-Treasurer of Local 538 in Worthington, Pennsylvania. "But it is sad it had to come to this and that the AFL-CIO was not more cooperative and receptive to change."

The Teamsters and other Coalition unions had hoped their reform plans would be fully considered at the AFL-CIO Convention in Chicago. Change To

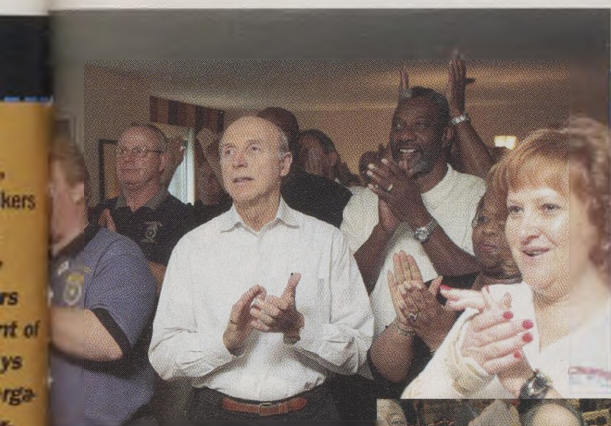
Win unions represented about 35 percent of union members in the AFL-CIO but were allocated just 9 percent of the convention delegates. With the AFL-CIO leadership shutting down debate and stacking the deck for the status quo, the Teamsters, SEIU, UFCW and UNITE HERE decided to boycott the convention.

"We reached a point where our differences were too great," said Colleen Brady, political and legislative director for Local 25 in Boston and a convention delegate. "We were not going to be

Making History

July 23, 2005: Teamster delegates meet to discuss the upcoming AFL-CIO Convention and the possibility of a Teamsters boycott.

4 p.m., July 24, 2005: Hoffa, Raynor, Stern and Hanson inform delegates that four of the six Change To Win Coalition member unions in the AFL-CIO will boycott the convention.



heard. So we returned home to move forward with rebuilding the labor movement and implementing our plans.”

The AFL-CIO leadership adopted many of the words in the Coalition’s reform proposals, but not the substance. The Sweeney administration claimed it had agreed to most of the Coalition’s plans. In reality, the failed policies of the past were repackaged for resale.

Spending on politics was increased dramatically.

“The AFL-CIO leadership thinks if unions throw even more money at politicians, somehow the labor movement will grow,” Hoffa said. “We cannot continue to rely on politicians to do our work for us. We must organize, and we have the energy to go out and organize. There are unions in the AFL-CIO that are bound to the past that don’t think we can grow.”

Taking the Lead

Though the Teamsters Union is no longer

affiliated with the AFL-CIO, Hoffa said the commitment remains unchanged to work with all unions on shared goals.

“We are united in our core beliefs, even if we pursue different strategies,” he said. “We want to work with any brother or sister who will work with us to strengthen the labor movement.”

“The day the split occurred, my wife, also a Teamster, came running out into the yard to tell me about the news. The first thing I said was, ‘What a great day for labor.’ I mean it—this will revitalize the movement,” said Joe Warhol, a 26-year Teamster at Local 320 in Minneapolis.

Warhol’s grandfather was in the famous 1934 strike in Minneapolis, and he sees parallels to what is happening today. The struggle marked the beginning of a drive that transformed the Teamsters Union into a national powerhouse and demonstrated the power of working people when they stand together.

“My grandfather faced some of the very same issues and attitudes we are facing now,” Warhol said. “It took risk and a leap of faith to gain victory for workers then, just like the breakup will do now. And just like then, the Teamsters are in the lead, protecting families.

“Critics may not realize it yet, but soon all workers will be thanking the Teamsters for having the courage to do this,” Warhol said.

ORVIMELINE OF RECENT EVENTS



4:30 p.m., July 24, 2005: Change To Win Coalition leaders hold a news conference to announce the boycott.

11 a.m., July 25, 2005: Hoffa calls General Executive Board members to discuss disaffiliation from the AFL-CIO.

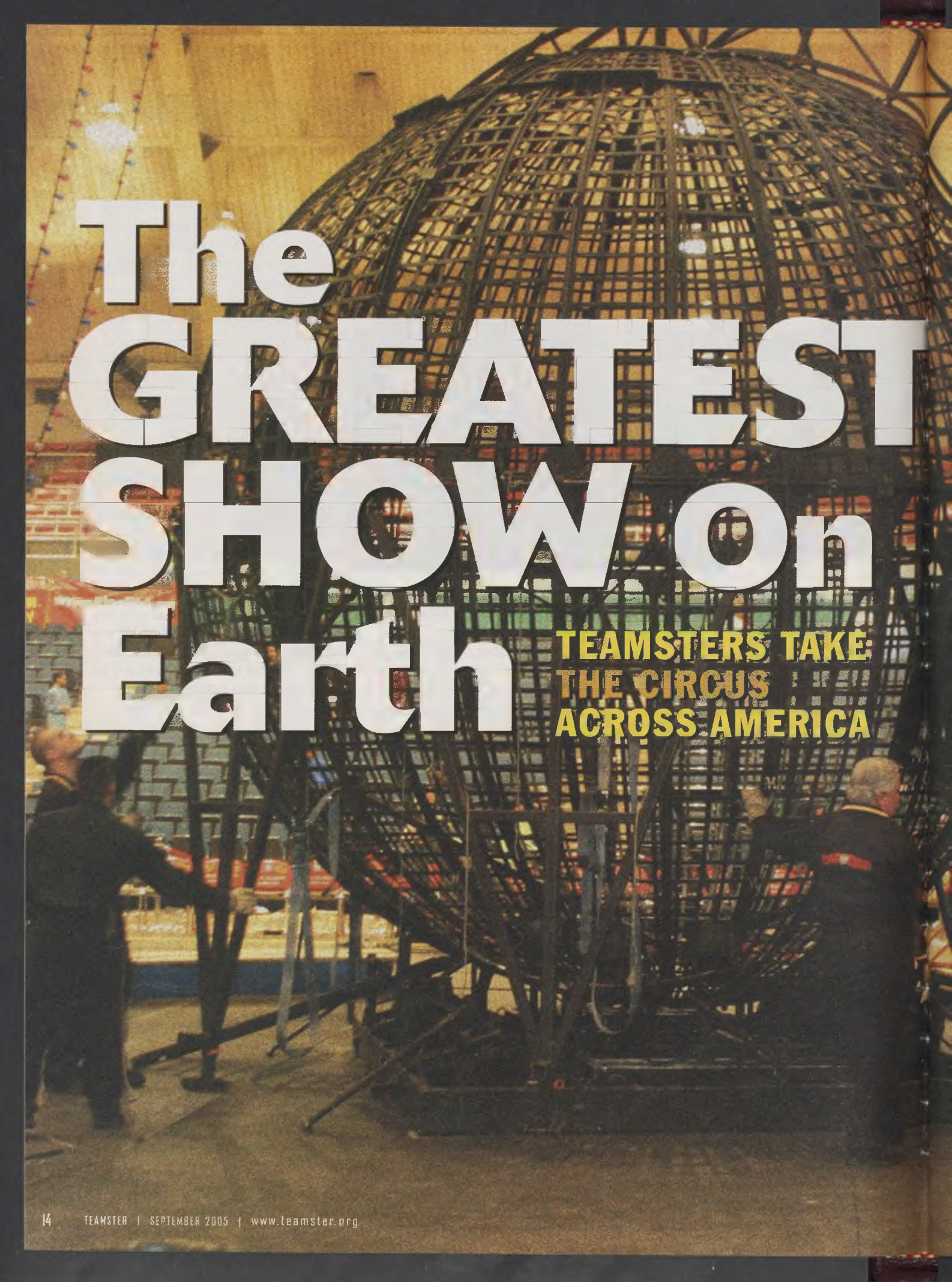
11:45 a.m., July 25, 2005: Hoffa meets with Teamster delegates to announce decision to disaffiliate from the AFL-CIO.

Noon, July 25, 2005: Hoffa announces decision to disaffiliate to

all local unions on a conference call.

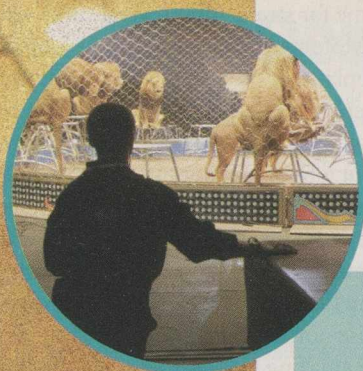
1 p.m., July 25, 2005: Hoffa announces the Teamsters Union is withdrawing its membership in the AFL-CIO to chart a course of growth and strength in an energized effort to rebuild the American labor movement. SEIU also announces at the joint news conference that it is disaffiliating.





The GREATEST SHOW on Earth

**TEAMSTERS TAKE
THE CIRCUS
ACROSS AMERICA**



HIGH-WIRE ACROBATS CREATE A PERFECT DISTRACTION. The audience follows every tip-toed step and leap the three sequined performers make on the quarter-inch wire, paying scant attention to the Teamsters crew that performs its own high-tension project: setting up the circus' turbo-charged finale, the Globe of Death.

"We only have a set amount of time to work, almost in the dark, while the audience is watching the high-wire act," said Jeff Winterton before a performance at the D.C. Armory in Washington, D.C. "The performers will be risking their lives in there. We have to have the globe assembled and reinforced when the performers are ready."

Dressed in black, Winterton, an eight-year Teamster, and his six-work-er crew begin the setup of the 16 foot-tall steel sphere. Moving quickly and precisely, the Teamsters roll the globe into place then secure its base and supports. Just one of a series of almost-behind-the-scenes duties Teamsters perform during each performance of the Ringling Brothers and Barnum & Bailey circus, the motorcycle act is one of the most tense.

Shortly after the high-wire act was completed, Motorcycle Mayhem commences: spotlights whirl in crazy figure-eights; a singer leads a spirited version of "We Will Rock You"; three motorcyclists zoom onto the floor. One by one, the bikers roll into the Globe of Death. A Teamster secures the globe and the cyclists roar around in precise, criss-crossing orbits inside the steel sphere.

A fourth motorcyclist enters the orb, soon followed—on foot—by his wife. The ring-master informs the audience that, as the spouse stood among the cyclists, she was "unprotected, unguarded and unflinching in the middle of a ferocious freeway of fury!"

As bikes roared in the globe, Winterton and his crew monitor its structure, frequently





Not Circus Peanuts

Teamsters Approve Strongest Contract Ever

This past winter, Teamsters employed at the Ringling Brothers and Barnum & Bailey circus ratified their strongest contract to date. Effective January 1, the five-year pact secured solid wage increases, benefits and working conditions for the Local 688 members. The workers approved the contract by an almost 20-1 margin.

"We've continued to improve working conditions and wages," said Dave Lalumondier, President of Local 688 in St. Louis. "This contract guarantees every worker will receive a 3-4 percent annual wage increase, with some workers receiving 5 percent."

The contract also improved the hours and type of work Teamsters perform and strengthened language concerning payment for overtime, night work and any labor involved with developing new circus acts. The contract also called for training of employees concerning the federal Animal Welfare Act and accompanying standards.

Building Power

"Workers can also request a health and safety review if they think a job is endangering their health," Lalumondier said. "Much to the company's credit, whenever there is an issue of a worker having a health and safety problem, the company has always responded quickly."

"The union has helped us out tremendously with this contract," said Jeff Winterton, an eight-year Teamster who lives on the circus train with his wife—a wardrobe worker—and their 7-year-old daughter. "We've steadily been building power over the years. The pay is solid and the insurance is very, very good."

For Winterton, the strong contract was no surprise. "We really held together during negotiations," he said. "We're part of the brotherhood of Teamsters—like a family—we stand by each other."

adjusting the frame for stress. After several tense moments, Motorcycle Mayhem concludes to great applause.

"Teamsters aren't the headline performers," Winterton said. "But that's fine. We have the important jobs of making sure that the circus gets to town, runs smoothly and the performers are safe. If we do those things, the audience will have a good time."

"The Ringling Brothers Circus transforms otherwise normal venues into places where amazing feats are performed," said Jim Hoffa, Teamsters General President. "Hardworking Teamsters are the force that transports and sets up the circus, providing fun and unique entertainment for generations."

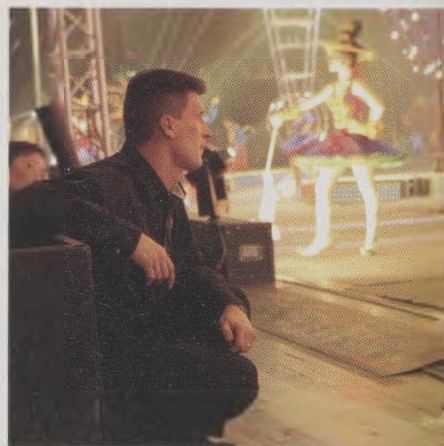
A Fantastic Union

Indeed, Teamster riggers, drivers, and technical and setup workers transform arenas, convention centers and auditoriums in cities across the country. The resultant Ringling Brothers and Barnum & Bailey circus is an incredi-

ble extravaganza.

"With the Teamsters at Ringling Brothers, it's not what you see, it's what you don't see," said Michael Goebel, Secretary-Treasurer of Local 688 in St. Louis, which has represented Teamsters at the circus since the early '60s. "It's all about how the circus moves from town to town, ready for the first show within hours, how the rings are transformed and the array of props are brought onto the performance floor. It's incredible."

Approximately 170 Teamsters perform nearly all of the circus' behind-the-scenes work to bring "The Greatest Show On Earth" from city to city. Ringling Brothers features three separate circus units. About 80 Teamsters mobilize the two three-ring circuses—dubbed the Red and Blue



units—that traverse the country by train, while another dozen animate the single-ring Gold unit, a bus- and truck-led production that entertains in smaller towns. Teamsters serve as the backbone of nearly 900 shows a year, all over the United States, Mexico and Canada. Workers are typically on the road for each unit's 11-month performance schedule, primarily housed on a circus train or bus.

"At all three of the circus units, Teamsters, performers and managers are together 24-7," said Dave Lalumondier, Local 688 President and business agent for the Ringling Brothers Teamsters. "And the working environment is very good—that speaks very highly of everyone involved."

"For circus jobs, when we're on the road for months at a time, it isn't easy," said Pat Milner, a six-year Teamster and senior sound technician. "Having the job security a union provides is very impor-

tant. We have strong Teamsters officers who stand up for our rights and negotiate solid contracts. It's a fantastic union."

Behind the Big Top

"Very early in the morning is the best time to unload the train," said Junior Sanvictores, a train crewmember and six-year Teamster. He and his fellow Teamsters unload the Blue unit's flatbed train cars. "There's no traffic then, it's easy to move through the streets."

Sanvictores and his fellow Teamsters had hauled the circus' equipment from a local train yard to the D.C. Armory. This involved unloading the mobile cars secured on the 20 flatbed train cars. The mobile cars contain rigging, props, trapezes and other gear that forms the circus' structure.

Although the work hours are sometimes brutal, Sanvictores finds comfort in his fellow Teamsters. "These guys are great," he said, motioning toward the Armory floor, where rigging and floor crews were transforming the cavernous auditorium into the circus' latest home.

"In addition to brining things to and from the train, I fix things that get broken," said Senior Transportation Crewmember Daren Diolosa, standing near the front of his repair trailer in the arena's lower level.

As someone who fixes broken machinery as well as a recently repaired a lion's cage, four-year Teamster Diolosa recognized the value of the union's power to solve problems.

"Our union goes to bat for us," Diolosa said. "It's nice knowing I have a buffer zone, so I can't be fired for no reason. I'm real happy being a Teamster."

Creature Comforters

Kat Kirkman couldn't watch lead trainer Jason Peters stick his head in a lion's mouth. She didn't avoid the sight due to fear—dressed in black, lion handler Kirkman was crouched just outside the cage, watching the rest of the magnificently maned lions.

"Jason is vulnerable when he's in there if we're not watching the lions," Kirkman said. "Making eye contact with them throughout the performance is important; that way, they know we're watching what they're doing."

Beside the Spotlight

Approximately 170 Teamsters perform a wide range of jobs at the Ringling Brothers and Barnum & Bailey circus, including:

Transportation crew workers move the show's props, rigging, canvas, costumes and animals from the train to the venue where the circus will perform. These workers operate forklifts, trucks and Harlans, the vehicles used to move airplanes at airports. These workers also drive the trucks that mobilize the Gold unit.

Train crew members include electricians, welders and carpenters who maintain the circus' more than 110 animal, sleeper and freight cars.

Riggers set up the rigging that forms the circus' upper structure. Trapezes, lights, speakers, scaffolding and countless support wires are secured to the rigging.

Animal handlers feed, clean, train, groom and exercise the circus' four-footed performers. Trained to meet the standards of the Animal Welfare Act, handlers also lead the animals to and from their quarters to the performance area. En route from city to city, these workers make sure animals have water, food and clean cages.

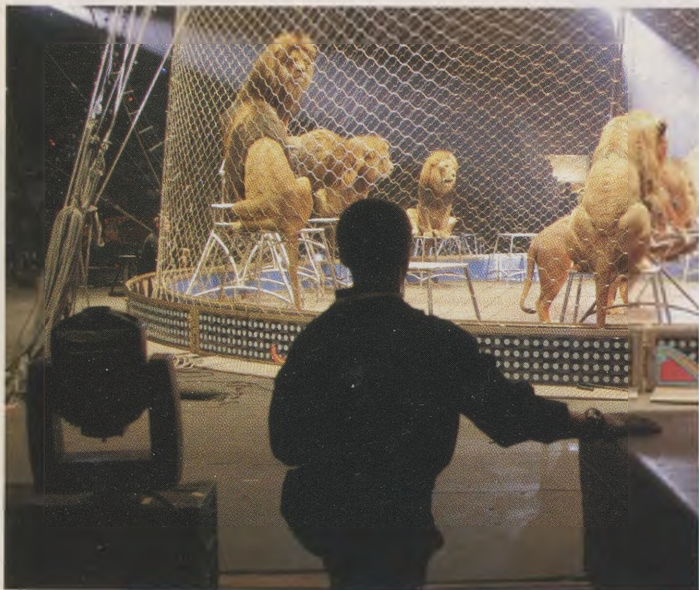
Wardrobe workers create and repair performers' costumes.

Props workers care for the numerous floats and other materials used during performances, bringing them into the floor and—especially for high-risk stunts such as the human cannonball—properly calibrating them.

Ring and floor crews include about seven workers per ring, led by a ring boss. These workers arrange their rings, making sure props are set up or struck. They keep the show on time and running smoothly. Often, these Teamsters work in the dark, when the audience's attention is focused on a performer in another ring.

Lighting and sound workers operate the lighting set up on the rigging and along the performance area, as well as the performers' and band members' microphones and monitors.





A Smooth Ride

Teamster Train Engineers Bring the Circus to Town

Richard Brooks transported tigers into Wilkes-Barre. He also brought elephants, ponies, clowns, acrobats, trapeze artists and even a husband-and-wife human cannonball team into the Pennsylvania town. A 15-year Canadian Pacific Railway engineer, Brooks is among the hundreds of Teamster engineers who have operated the locomotives that bring the Ringling Brothers Circus to town.

"It's one of the fun jobs," Brooks said. "It's not every day I get to haul elephants."

For decades, members of the Brotherhood of Locomotive Engineers and Trainmen (BLET), part of the Teamsters Rail Conference, have operated the locomotives that pull Ringling Brothers' Red and Blue unit trains. The trains include specially designed living-quarters cars for animals and staff, in addition to flatbed equipment cars.

Professional and Punctual

"The crews have been very professional and punctual," said Mike Hickey, Red unit trainmaster. "Whenever there's a crew change, I meet the engineer and conductor to let them know how we'd like the train to be handled. We change locomotives late at night much of the time, when the animals and people are asleep, so I explain that I'd like to keep the ride smooth, with no sudden jolts."

"The engineer is in constant contact with the crew and Ringling Brothers' trainmaster to make sure everything is running smoothly," said Larry James, a system liaison for BLET to the CSX railroad company.

The size of the trains is staggering: At least 55 cars long, each train stretches nearly a mile and weighs approximately 4,000 tons. Among the largest privately-owned trains in the country, each provides living quarters for about 300 people and scores of animals as it rolls across more than 16,000 miles a year.

Kirkman has no regrets about working with the circus' big cats after starting her circus career as an electrician. "The lions are like people," she said. "Most of the time they're fantastic, but they have moods. When they have a bad day, watch out—you have to know to stay away."

Kirkman's feelings toward her union seemed to be informed by the lions' familial tendency to stick together. "With Local 688 we have the protection of the group," she said. "All these people become friends and family and stand up for you. I love being a Teamster."

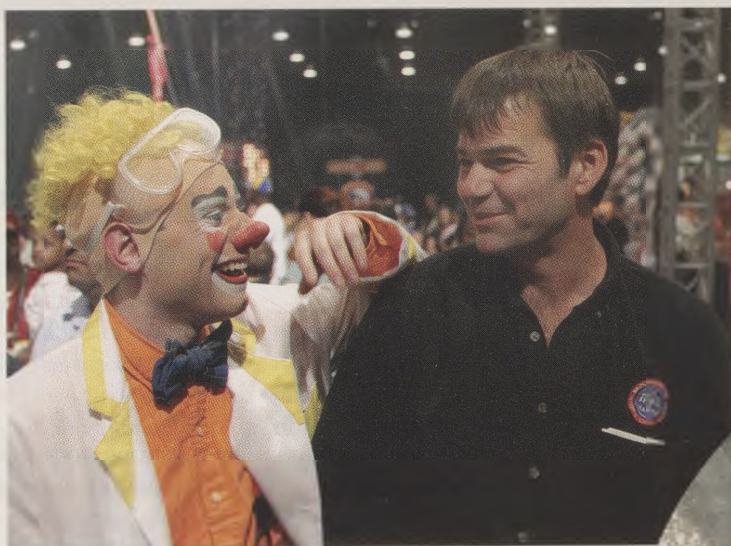
Camped in temporary stables beneath the D.C. Armory's performance were small herds of horses, elephants, cows, goats and zebras. First-year Teamsters Heather Thomas and Jeff White were among several animal handlers tending to the animals.

"We're here to see that the horses and other animals are treated well," White said. "Sylvia Zerbini [the circus star who performs with the horses] makes sure that each horse stays on a healthy diet and gets plenty of exercise."

"I worked with a temp agency before getting this job," Thomas said. "In comparison, being a Teamster is great. The health care is excellent, plus it's nice to have a contract and union representatives who work out any problems that come about."

Members Weigh In

"Local 688 has done wonders," said Gilbert Valentin, an 11-year Teamster and shop steward for the Red unit. "We have a good relationship with management and we just



approved our biggest contract to date."

"It's great here. The people work well together," said Xiang Li, a backstage worker and three-year Teamster. "Being a Teamster has been very good."

"Teamsters are great for the circus and vice versa," said Teamster Jake Walther, a lighting technician with the Blue unit. "The workers here make the show run so smoothly. Plus, the retirement plan and benefits are much better here than they would be on most shows, where I would be considered a freelance worker."

"If you have a problem, the union stands up for you," said Tom Polley, a shop steward for the Gold unit. "We had a guy who'd been a Teamster for 28 years and the company denied him his vacation. The union spoke to management and said, 'You can't do this.' He got his days off. The Teamsters are strong and they'll stand behind you."

"For me, the Teamsters are always watching your back," said Andrey Andreev, a rigger who has been with Ringling Brothers for more than nine years. "The union has gotten us good pay and very nice benefits."

Backstage Life

Dana Davidson, an 18-year Teamster, maintains and mobilizes the range of props utilized by David Larible, one of the show's star performers. Davidson pointed out props that Larible and cohorts use for an impromptu musical performance and a running board that will be attached to the rigging, enabling performers to enter the dizzyly disorienting Upside-Down World.

"When you watch the show, every time

you see David, I'm not far away," Davidson said. Sure enough, during the performance later in the evening, an inconspicuous Davidson, dressed in black, knelt clear of the spotlight when Larible transformed a teenage boy into a goat. While the clown's performances were whimsical and playful, Davidson worked with a steady meticulousness.

"I wouldn't trade this job for any other in the world," Davidson said. "I can have the worst day of my life but when that whistle blows and the show starts, I get to glance into the stands. Seeing a child grin or an adult watch the show so happily makes it all worth it. As Teamsters, we get to help people forget all the trials and tribulations of the world. What could be better than that?"

A Roaring Success

After the Globe of Death stunt and the musical finale, the audience dispersed and Kenneth Feld, Ringling Brothers' owner and CEO, spoke with the Blue unit's ring bosses and shop stewards.

"With Mr. Feld, we have a good owner who wants to get along with us, who wants things to go smoothly," said Pat Milner, Blue unit shop steward. "That makes a huge difference."

"It has been a very productive relationship," Feld said. "I think that we've created a

great working environment for the circus."

Toward the end of their conversation, a middle-aged woman patted a Teamster's shoulder. "I just wanted to tell you something," she said, addressing the group. "I was lost in this city for two-and-a-half hours, driving around, trying to find this arena. But, now that my daughter and I have seen the show, it was totally worth the confusion."

The Teamsters and Feld thanked the woman.

"We loved it," said the woman and her daughter—about 5 years old and clinging shyly to her mother's skirt—nodded in agreement. The woman asked the little girl, dressed in a lime green sundress, if she wanted to make "the lion's noise." Her daughter nodded. She then roared: "Rawr!"

The Teamsters smiled and applauded. The woman and little girl waved goodbye and departed, two more satisfied customers of "The Greatest Show On Earth."

Gas and Go

Praxair Workers Join Local 407

Jeff Johnson, a high-pressure gas pumper at Praxair Distribution near Cleveland, said the pressure of the gas he handles is nothing compared to stress in the workplace caused by management.

"We have been treated pretty bad. No respect. The company could pretty much do what they wanted to. The work rules were continuously changing. I was at the end of my rope," said Johnson, who has worked at the North Royalton, Ohio plant for more than five years.

As a result, Johnson and a couple of his equally fed up

coworkers approached Local 407 in Cleveland. Following an effective organizing campaign, the workers eased their work pressure by voting to join Local 407. The 21 cylinder handlers and pumpers voted 15-5 to join the Teamsters.

Praxair Distribution supplies industrial, medical and specialty gases in cylinders and small cryogenic containers. Local 407 already represented 17 drivers at the same Praxair plant. The victory involving the cylinder handlers and pumpers was a successful rerun of a campaign that the local lost before. However, the

big difference this time was that Local 407 followed the International Union's organizing model.

'Model' Campaign

"We are committed to adopting the Organizing Department's organizing model, which we used in this successful campaign," said Frank Burdell, Local 407's President. "We look forward to using the model in future campaigns."

"In using the Organizing Department's model, we assessed the workers' interest in the union,

built a strong worker committee, did numerous house calls and held several solidarity events where workers wore T-shirts and buttons," said J.D. Smith, a Local 407 organizer/business agent.

Kevin Patton, another Local 407 business agent/organizer, assisted Smith on the campaign. Patton and others from Local 407 have attended seminars and conferences hosted by the International Union's Organizing Department. Local 407 even hosted an organizing seminar attended by Organizing Department staff members.

"We used the whole plan, from start to finish," Patton said. "The workers got involved in every step of the campaign."

Workers are also concerned that the company does not recognize seniority, and they are concerned about favoritism. Johnson said he and his coworkers are looking forward to addressing their key issues in the fight to win a strong contract.

"I want to bargain for a pension plan, sick days and fair wages," Johnson said.



Chapparral Concrete

Drivers who deliver wet concrete for Chapparral Concrete Company voted 8-3 to become members of Bloomington, California-based Local 166. There are 12 workers in the bargaining unit, and they work at two different Chapparral sites, one in Baldwin Park and the other in San Bernadino.

Tom Lewellen, lead organizer in the campaign, said the drivers work around many Teamsters and didn't feel they were receiving the same respect on the job as their union counterparts.

"They have no pension, poor health benefits and earn much less than union mixer drivers in California," Lewellen said.

Alfredo Alduenda, the Chaparral driver who initiated the campaign, worked with Lewellen to convince his fellow drivers they were being underpaid.

"It was corporate greed in my eyes and I thought that we deserve more," Alduenda said.

LOCAL 727

Clarion Shuttle Drivers

Shuttle bus drivers at Clarion Hotel's North Cumberland Road location near O'Hare Airport overwhelmingly voted to join Local 727 in Chicago.

The workers sought Teamster representation because they felt they did not receive enough respect on the job. There are eight drivers in the bargaining unit.

"This is a very strong core of committed people," said Ben Affetto, Local 727 organizer. "They remained strong

from start to finish, even though the company attempted to dissuade them from joining the union."

In addition to the regular route from the hotel to O'Hare Airport, the drivers transport hotel guests to other area locations, including restaurants and shops.

LOCAL 901

Islandwide Express

Local 901 in San Juan, Puerto Rico celebrated a major victory recently when delivery drivers at Islandwide Express voted by a 2-1 margin in favor of the union. There are 150 workers in the bargaining unit.

The campaign, which was led by Local 901 Secretary-Treasurer Germán Vazquez, President Jose Ayala and Organizing Director Luz D. Perez, began when delivery drivers at Islandwide contacted the local.

"We had more than 60 union activists in this campaign," Vazquez said. "We mobilized until we won."

The workers had a long list of complaints that moved them to organize, but low wages and medical benefits were at the top. They also faced a series of unfair and even dangerous working conditions. "Islandwide has a contract with 30 banks and drivers often make mail deliveries in the middle of the night. Because they are forced to supply their own vehicles for the job, workers drive unmarked cars, so everybody thinks they're transporting money. As a result, many drivers have been robbed while working, some have been killed," Vazquez said.

LOCAL 922

Brooks & Brooks Servicing

Custodial workers at Brooks & Brooks Servicing, a contractor for Walter Reed Medical Center in Washington, D.C., voted 11-0 to join Local 922. There are 14 members in the bargaining unit.

"Workers at Walter Reed had no sick days. No respect. No choice of work shifts," said Ferline Buie, President of Local 922 in Washington, D.C. "With the union, the workers at Walter Reed can fight for the conditions and respect they deserve."

Since workers began seeking union representation, Brooks & Brooks tried to intimidate them by threatening to take away workers' jobs and saying that they would lose their health insurance. Despite management intimidation tactics, workers persisted in their efforts to join the Teamsters.

"We approached the Teamsters because we needed to improve our working conditions," said Vladimir Pleitez, a new member of Local 922.

LOCAL 142

Initial Securities

Firefighters who staff the firehouse for Initial Securities in East Chicago, Indiana have a stronger voice by voting to join Local 142 in Gary, Indiana.

The firefighters voted 9-1 in favor of Teamsters representation.

"Joining the Teamsters puts these workers on the road to the job security and health benefits they are seeking," said Les Lis, a Local 142 business agent.

Local 142 credits the new members with the success of

the organizing campaign.

"This was a very smooth campaign. The members were well informed and used the information we provided to them to make this a successful campaign," said Larry Regan, another Local 142 business agent. "They really stood up to the company."

LOCAL 25

Joint Venture/The Ride

Paratransit drivers who work for Joint

Venture/The Ride in Boston voted by a 3-1 margin to join Local 25 in Boston. Joint Venture is the second of four regional contractors with the Massachusetts Bay Transit Authority (MBTA) that Local 25 represents. There are 86 paratransit drivers in the bargaining unit. The local undertook this successful campaign in collaboration with organizers from Joint Council 10.

"We support and admire these workers who came together to demand better conditions and better benefits for themselves and their families," said Ritchie Reardon, President of Local 25. "The drivers at Joint Venture perform a vital service for our community and their value should be recognized."

The Ride is the MBTA's paratransit program, which provides door-to-door transportation to eligible people who cannot use general public transportation because of a physical, cognitive or mental disability.

"Workers approached us because they wanted the recognition they deserve," said Steve Sullivan, Organizing Director at Local 25.

Union Builds on Financial Strength

The fiscal year of 2004 was a year of expansion and progress for the union. The dues and per capita tax reform adopted at the 2002 Special Convention, along with strategic mergers with other unions and efficient management continued to strengthen the financial health of our union.

Our recent disaffiliation from the AFL-CIO enables us to significantly increase funds available for organizing activities, which is our top priority. And recent mergers with the BLE, BMW and GCIU have bolstered our negotiating power.

The union's liquid assets are growing steadily. At the end of 2004, we recorded liquid assets of \$101.7 million—more than \$60 million healthier than the \$40.8 million reported in 2002. This trend continues: as of mid-2005, our union reports more than \$118 million in liquid assets

Strike Fund Grows

Of the \$43.4 million designated for the Strike and Defense Fund by the end of 2004, \$17.9 million was disbursed, leaving a healthy \$25.5 million balance. The Strike and Defense Fund—also established at the Special Convention—continues to grow; as of the most current financial data, the fund's balance is approximately \$33.8 million.

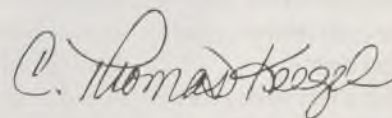
The 2004 LM-2 Report and Audited Financial Statements do report negative net assets as of December 31, 2004, but that results exclusively from the recording of Pension Benefit Obligations and Post Retirement Benefits. The Post Retirement Benefit obligation is an actuarially-based

estimate that takes into consideration the current number of International Union employees and the cost of providing health and welfare benefits to them if they reach retirement benefits.

These technical accounting entries are required for compliance with Generally Accepted Accounting Principles and they do not accurately reflect the strong financial health of the International Union.

In closing, we take seriously the responsibilities of administering the

financial operations of the Teamsters Union and recognize that as we grow financially, we are better able to serve our affiliates and the members that make this great union what it is.



C. Thomas Keegel
General Secretary-Treasurer

Novak | Francella
LLC CERTIFIED PUBLIC ACCOUNTANTS

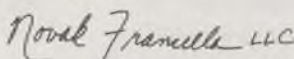
REPORT OF INDEPENDENT AUDITORS

Members of the General Executive Board
International Brotherhood of Teamsters

We have audited the accompanying consolidated statement of financial position of the International Brotherhood of Teamsters (the International Union) as of December 31, 2004, and the related consolidated statements of activities and cash flows for the year then ended. These consolidated financial statements are the responsibility of the International Union's management. Our responsibility is to express an opinion on these consolidated financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the consolidated financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the International Union's management, as well as evaluating the overall consolidated financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the International Union as of December 31, 2004 and the changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.



March 4, 2005

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International Brotherhood of Teamsters Consolidated Statement of Financial Position

DECEMBER 31, 2004

	GENERAL FUND	STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	TEAMSTER DISASTER RELIEF FUND	SUPPLEMENTAL BENEFITS TRUST	ELIMINATIONS	TOTAL
ASSETS							
Cash and cash equivalents	\$ 37,611,103	\$ 4,690,723	\$ 696,887	\$ 26,094	\$ 1,729,498	\$ —	\$ 44,754,305
Cash collateral held for securities on loan	5,109,355	6,080,707	—	—	—	—	11,190,062
Receivables, net							
Trade	14,208,198	3,567,884	4,705	—	1,138,651	(3,567,884)	15,351,554
Grants and contributions	395,933	—	—	—	—	—	395,933
Accrued investment income	388,251	108,863	2,220	—	13,313	—	512,647
Securities sold pending settlement	51,737	1,275	—	—	28,838	—	81,850
Due from/(to) related entities	350	—	750	—	(30,000)	(750)	(29,650)
Inventories	711,640	—	2,723	—	—	—	714,363
Prepaid expenses	581,070	—	—	—	—	—	581,070
Investments							
First trust notes - affiliates	4,438,941	—	—	—	—	—	4,438,941
Other	37,479,209	18,254,692	3,539,588	—	2,710,688	—	61,984,177
Property and equipment, net	14,108,780	—	—	—	—	—	14,108,780
Security deposits and other	53,321	—	43,644	—	55,000	—	151,965
Total assets	\$ 115,137,888	\$ 32,704,144	\$ 4,290,517	\$ 26,094	\$ 5,645,988	\$ (3,568,634)	\$ 154,235,997
LIABILITIES AND NET ASSETS							
Liabilities							
Accounts payable and accrued expenses							
Trade	\$ 29,206,930	\$ 81,754	\$ 415,973	\$ —	\$ 9,655	\$ (3,568,634)	\$ 26,145,678
Securities purchases pending settlement	1,127,885	123,819	193,788	—	170,321	—	1,615,813
Liability to return collateral for securities on loan	5,109,355	6,080,707	—	—	—	—	11,190,062
Accrued pension costs							
Retirement and Family Protection Plan	29,199,286	—	—	—	—	—	29,199,286
Teamster Affiliates Pension Plan	30,231,142	—	—	—	—	—	30,231,142
Accrued postretirement health care benefits cost	55,206,386	—	—	—	—	—	55,206,386
Total liabilities	150,080,984	6,286,280	609,761	—	179,976	(3,568,634)	153,588,367
Net Assets							
Unrestricted	(35,255,535)	26,417,864	3,680,756	25,556	5,466,012	—	334,653
Temporarily restricted	312,439	—	—	538	—	—	312,977
Total net assets	(34,943,096)	26,417,864	3,680,756	26,094	5,466,012	—	647,630
Total liabilities and net assets	\$ 115,137,888	\$ 32,704,144	\$ 4,290,517	\$ 26,094	\$ 5,645,988	\$ (3,568,634)	\$ 154,235,997

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters Consolidated Statement of Activities

YEAR ENDED DECEMBER 31, 2004

	GENERAL FUND		STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	DISASTER RELIEF FUND		SUPPLEMENTAL BENEFITS TRUST	TOTAL
	UNRESTRICTED	TEMPORARILY RESTRICTED	UNRESTRICTED	UNRESTRICTED	UNRESTRICTED	RESTRICTED	UNRESTRICTED	
REVENUE AND OTHER SUPPORT								
Per capita and initiation fees	\$ 123,273,214	\$ —	\$ 18,300,754	\$ —	\$ —	\$ —	\$ —	\$141,573,968
Grants and contributions	2,264,494	3,000	—	—	57,432	—	—	2,324,926
Special fund raising events	—	—	—	2,286,691	—	—	—	2,286,691
Affinity program	119,893	—	—	—	—	—	3,548,011	3,667,904
Investment income, net	3,832,172	—	977,817	162,746	—	—	11,002	4,983,737
Sales of supplies, net	376,204	—	—	11,714	—	—	—	387,918
Loss on disposal of property and equipment	(13,908)	—	—	—	—	—	—	(13,908)
Other	71,742	—	—	19,310	—	—	—	91,052
Net assets released from restrictions	34,796	(34,796)	—	—	—	—	—	—
Total revenue	129,958,607	(31,796)	19,278,571	2,480,461	57,432	—	3,559,013	155,302,288
EXPENSES								
Program services								
Member services								
Communications, magazine and public relations	12,664,604	—	—	—	—	—	—	12,664,604
Financial assistance to affiliates	616,975	—	—	—	—	—	—	616,975
Industry trade division and relations	21,714,633	—	—	—	—	—	—	21,714,633
Out-of-work benefits	1,413,024	—	6,495,643	—	—	—	—	7,908,667
Research, education and training	11,699,135	—	—	—	—	—	191,122	11,890,257
Retiree relations, scholarships and other	378,367	—	—	379,301	—	—	—	757,668
Organizing	26,260,315	—	—	—	—	—	—	26,260,315
Other	11,212,262	—	—	—	107,329	—	—	11,319,591
Affiliation fees	14,482,667	—	—	—	—	—	—	14,482,667
Government affairs	13,874,810	—	—	—	—	—	—	13,874,810
Legal and litigation	8,334,329	—	—	—	—	—	—	8,334,329
Civil RICO	5,066,718	—	—	—	—	—	—	5,066,718
Convention	1,600,329	—	—	—	—	—	—	1,600,329
Total program services expenses	129,318,168	—	6,495,643	379,301	107,329	—	191,122	136,491,563
Supporting services								
Administration and governance	7,945,399	—	14,977	48,114	8,084	—	97,241	8,113,815
Fund raising	—	—	—	744,426	—	—	—	744,426
Total expenses	137,263,567	—	6,510,620	1,171,841	115,413	—	288,363	145,349,804
CHANGE IN NET ASSETS	(7,304,960)	(31,796)	12,767,951	1,308,620	(57,981)	—	3,270,650	9,952,484
INTRAFUND TRANSFERS	1,280,985	—	(1,280,985)	—	—	—	—	—
NET ASSETS								
Beginning of year	(22,916,351)	344,235	14,930,898	2,372,136	83,537	538	2,195,362	(2,989,645)
Teamster Affiliates Pension Plan	(6,315,209)	—	—	—	—	—	—	(6,315,209)
End of year	\$ (35,255,535)	\$ 312,439	\$ 26,417,864	\$ 3,680,756	\$ 25,556	\$ 538	\$ 5,466,012	\$ 647,630

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters Consolidated Statement of Cash Flows

YEAR ENDED DECEMBER 31, 2004

	GENERAL FUND	STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	TEAMSTER DISASTER RELIEF FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
CASH FLOWS PROVIDED BY (USED IN) OPERATING ACTIVITIES						
Cash received from						
Affiliated conferences, joint councils, and local unions	\$ 122,048,111	\$ 14,732,870	\$ —	\$ —	\$ —	\$ 136,780,981
Investment income	1,957,086	161,215	79,067	—	(3,035)	2,194,333
Other revenue and reimbursements	11,745,497	(9,122,887)	2,148,260	57,662	3,048,406	7,876,938
Net cash received	135,750,694	5,771,198	2,227,327	57,662	3,045,371	146,852,252
Cash disbursed to						
Service providers, suppliers, vendors and others	101,501,318	32,290	1,150,151	115,488	255,330	103,054,577
AFL-CIO and other labor organizations	9,189,669	—	—	—	—	9,189,669
Affiliated conferences, joint councils and local unions	6,101,345	40,000	—	—	—	6,141,345
Members for benefits under Strike Benefit Assistance Program	—	7,728,696	—	—	—	7,728,696
Net cash used	116,792,332	7,800,986	1,150,151	115,488	255,330	126,114,287
Net cash provided by (used in) operating activities	18,958,362	(2,029,788)	1,077,176	(57,826)	2,790,041	20,737,965
CASH FLOWS PROVIDED BY (USED IN) INVESTING ACTIVITIES						
Proceeds from sale or redemption of investments	49,268,013	14,975,410	2,307,325	—	146,921	66,697,669
Purchase of investments	(50,207,812)	(32,368,051)	(4,183,862)	—	(2,707,902)	(89,467,627)
Purchase of fixed assets	(4,297,695)	—	—	—	—	(4,297,695)
Proceeds from sale of fixed assets	14,498	—	—	—	—	14,498
Payment of loans by affiliates	251,745	—	—	—	—	251,745
Loans to affiliates	(1,280,447)	—	—	—	—	(1,280,447)
Net cash used in investing activities	(6,251,698)	(17,392,641)	(1,876,537)	—	(2,560,981)	(28,081,857)
Net increase (decrease) in cash	12,706,664	(19,422,429)	(799,361)	(57,826)	229,060	(7,343,892)
CASH AND CASH EQUIVALENTS						
Beginning of year	24,904,439	24,113,152	1,496,248	83,920	1,500,438	52,098,197
End of year	\$ 37,611,103	\$ 4,690,723	\$ 696,887	\$ 26,094	\$ 1,729,498	\$ 44,754,305
RECONCILIATION OF CHANGE IN NET ASSETS TO NET CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES						
Change in net assets	\$ (13,651,965)	\$ 12,767,951	\$ 1,308,620	\$ (57,981)	3,270,650	\$ 3,637,275
Net (appreciation)/depreciation of investments	(2,043,114)	(739,507)	(99,569)	—	(8,224)	(2,890,414)
Loss on disposal of fixed assets	13,908	—	—	—	—	13,908
Loss on foreign currency translation	—	—	(1,347)	—	—	(1,347)
Depreciation expense	1,417,994	—	—	—	—	1,417,994
Intrafund and interfund transfers	1,280,985	(1,280,985)	—	—	—	—
(Increase) decrease in assets						
Receivables	(1,667,438)	(3,676,747)	(6,925)	145	(463,041)	(5,814,006)
Inventories	(70,987)	—	786	—	—	(70,201)
Prepaid expenses	(19,648)	—	—	—	—	(19,648)
Security deposits and other	31,234	—	(16,560)	—	55,000	69,674
Due from related party	9,246,361	(9,122,887)	(76,211)	85	(57,654)	(10,306)
Increase (decrease) in liabilities						
Accounts payable and accrued expenses	8,579,646	22,387	(31,618)	(75)	(6,690)	8,563,650
Accrued pension costs	9,156,457	—	—	—	—	9,156,457
Accrued postretirement health care benefits cost	6,684,929	—	—	—	—	6,684,929
NET CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES	\$ 18,958,362	\$ (2,029,788)	\$ 1,077,176	\$ (57,826)	\$ 2,790,041	\$ 20,737,965

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters Notes to Consolidated Financial Statements

DECEMBER 31, 2004

NOTE 1. NATURE OF OPERATIONS

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

METHOD OF ACCOUNTING - The financial statements are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

CONSOLIDATION AND FUND ACCOUNTING - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities in the following funds:

GENERAL FUND - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation formed to be a title holding corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Included in the General Fund is the Public Services Assistance Fund. This fund provides assistance to public employees whose contracts do not entitle them to strike benefits. Also included in the General Fund are funds designated for organizing activities. Ten percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada and the Brotherhood of Locomotive Engineers and Trainmen (BLET), is designated for organizing activities.

STRIKE AND DEFENSE FUND - The Strike and Defense Fund was created in 2002 to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective bargaining agreements, enforce collective bargaining agreements, and/or members who have been locked out by their employers.

Fifteen percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, and five percent of per capita received for BLET members shall be transferred to the Strike and Defense Fund.

HOFFA SCHOLARSHIP FUND - The Hoffa Scholarship Fund represents the accounts and activities of the James R. Hoffa Memorial Scholarship Fund, Inc., a related organization under the International Union's control. The Fund was incorporated in November 1999 and began operations in January 2000 for the purpose of awarding scholarships to dependents of union members in order to enable the recipients to attend accredited post-secondary educational institutions. The funding for scholarships is provided by voluntary contributions to the Fund and the net proceeds of annual fund raising events. The number of recipients and the amount of the scholarship award or awards are determined by the directors. As a form of financial assistance to the Hoffa Scholarship Fund, the International Union provides facilities and administrative, accounting and clerical assistance.

TEAMSTER DISASTER RELIEF FUND - The Teamster Disaster Relief Fund represents the accounts and activities of the Teamster Disaster Relief Fund, a related organization under the International Union's control. The Fund was incorporated in September 1992 and began operations in 1992 for the purpose of providing monetary and non-monetary relief directly or indirectly to members or their beneficiaries who are victims of hurricane, flood, earthquake, fire, accident or other disaster. Funding is provided by voluntary contributions and the net proceeds of fund raising activities. The directors determine the number of recipients and the amount of aid. As a form of financial assistance to the Disaster Relief Fund, the International Union provides facilities and administrative, accounting and clerical assistance.

SUPPLEMENTAL BENEFITS TRUST - The Supplemental Benefits Trust (the Trust) represents the accounts and activities of the International Brotherhood of Teamsters Supplemental Benefits Trust, a financially inter-related organization under the International Union's control. The Trust was established on January 1, 2003 to serve as a vehicle for the coordination of several credit card, insurance and other programs offered to members of the International Union and their families by third party vendors. The Trust is funded primarily through royalty payments and support service fees payable in accordance with the provisions of various agreements between the International Union and third party vendors which have been assigned by the International Union to the Trust.

CASH AND CASH EQUIVALENTS - Cash and cash equivalents consist of amounts held in demand deposit and money market accounts.

INVENTORY - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.

INVESTMENTS - Investments are reported at their aggregate fair value. The fair value of investments in common and capital stocks, corporate bonds, mutual fund, U.S. Treasury and Government Agency securities are determined by quoted market prices.

PROPERTY AND EQUIPMENT - Property and Equipment are carried at cost. Major additions are capitalized while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense is computed using the straight line method over the following estimated useful lives of the assets:

Building and improvements.....	39 years
Data processing equipment.....	5 years
Office equipment and capitalized software.....	3-10 years
Furniture and fixtures.....	10 years
Automobiles.....	5 years

CANADIAN CURRENCY - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

Funds received and disbursed in Canada are stated in U.S. dollars based on average exchange rate in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities.

USE OF ESTIMATES IN THE PREPARATION OF FINANCIAL STATEMENTS - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

FINANCIAL PRESENTATION - The International Union's financial statements present its net assets, revenues, expenses, gains and losses, classified between unrestricted, temporarily restricted, and permanently restricted based on the existence or absence of donor-imposed restrictions.

NOTE 3. TAX STATUS

The International Union is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union resulting in no net income or loss. Accordingly, no provision has been made for federal income taxes.

NOTE 4. TRADE RECEIVABLES

Trade receivables consist of the following at December 31, 2004:

Per capita and initiation fees	\$ 12,440,675
Unsecured notes receivable	822,624
Unsecured loans receivable	767,222
Affinity program	1,229,760
Other	901,627
	16,161,908
Less allowance for doubtful accounts	(810,354)
	<u>\$ 15,351,554</u>

NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS

The International Union maintains cash equivalents with various financial institutions at December 31, 2004 totaling approximately \$36,373,000 which are not insured by the Federal Deposit Insurance Corporation.

The International Union also maintains cash at a Canadian financial institution, which is insured up to \$60,000. As of December 31, 2004, the International Union's cash in the Canadian financial institution in excess of insurance coverage totaled approximately \$2,589,000 in Canadian dollars (approximately \$2,296,000 U.S. Dollars).

The Supplemental Benefits Trust maintains its cash account primarily with one

financial institution. The total cash balance is insured by the Federal Deposit Insurance Corporation up to \$100,000. The Supplemental Benefits Trust has a cash balance on deposit at December 31, 2004 that exceeds the balance of FDIC insurance coverage by approximately \$1,400,000.

Cash and investments held by the Hoffa Scholarship Fund include cash, cash equivalents and certificates of deposit with the same financial institution that exceed FDIC insurance coverage by approximately \$75,000.

NOTE 6. GRANTS AND CONTRIBUTIONS RECEIVABLE

Amounts due under grant agreements with the U.S. Government totaled \$395,933 and are due to be received within one year.

NOTE 7. INVESTMENTS

The fair value and cost of investments held by the International Union at December 31, 2004 is summarized below:

	COST	FAIR VALUE	FAIR VALUE OF SECURITIES ON LOAN	NET FAIR VALUE OF SECURITIES ON HAND
Common stock	\$ 25,280,669	\$ 28,788,653	\$ (1,009,633)	\$ 27,779,020
Capital stock	5,883	29,971	—	29,971
Corporate bonds	10,907,891	10,939,592	(1,236,881)	9,702,711
Government agency securities	7,098,852	7,178,041	—	7,178,041
U.S. Treasury securities	13,032,730	13,136,840	(8,604,798)	4,532,042
Mutual fund	1,903,155	1,911,080	—	1,911,080
	<u>\$ 58,229,180</u>	<u>\$ 61,984,177</u>	<u>\$ (10,851,312)</u>	<u>\$ 51,132,865</u>

Investment income for the year ended December 31, 2004 consisted of the following:

	GENERAL FUND	STRIKE FUND	HOFFA SCHOLARSHIP FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
Interest and dividends	\$ 2,031,990	\$ 270,078	\$ 81,287	\$ 10,278	\$ 2,393,633
Net realized and unrealized gain on investments	2,043,114	739,507	99,569	8,224	2,890,414
Investment expenses	(242,932)	(31,768)	(18,110)	(7,500)	(300,310)
	<u>\$ 3,832,172</u>	<u>\$ 977,817</u>	<u>\$ 162,746</u>	<u>\$ 11,002</u>	<u>\$ 4,983,737</u>

NOTE 8. INVESTMENTS IN FIRST TRUST NOTES

The International Union provided loans to affiliates for purchase or development of real estate. These loans are secured by the real estate and are carried at their unpaid principal balance of \$4,438,941. No allowance for uncollectible accounts was deemed necessary as of December 31, 2004.

NOTE 9. PROPERTY AND EQUIPMENT

Property and equipment held by the International Union consists of the following as of December 31, 2004:

Land - headquarters	\$ 794,117
Headquarters building	15,820,462
Leasehold improvements	30,954
Furniture and fixtures	1,482,904
Equipment	3,648,224
Data processing equipment	2,534,772
Computer software	2,116,084
Automobiles	147,408
Working in process	<u>3,909,019</u>
	<u>30,483,944</u>
Less accumulated depreciation	<u>(16,375,164)</u>
Net property and equipment	<u>\$ 14,108,780</u>

Depreciation expense for the year ended December 31, 2004 was \$1,417,994.

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN

The Teamster Affiliates Pension Plan (the "Plan") provides defined benefits to eligible officers and employees of the International Union's affiliates. The International Brotherhood of Teamsters reports in accordance with Statement of Financial Accounting Standards No. 87, (SFAS No. 87) "Employer's Accounting for Pensions." Contributions to the Plan are made by the International Union based on the advice of consulting actuaries.

Effective October 31, 1994, the General Executive Board elected to curtail the Plan

effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the Fund was amended to allow the affiliates to contribute on behalf of their employees. For those participants whose local unions continued to contribute, benefits were not frozen until December 31, 2001.

Effective as of January 1, 2002, no additional retirement or other benefit will be accrued under this Plan by any participant of the Plan. Any participation agreement which may have been submitted by an affiliate to, and accepted by, the Trustees of this Plan at any time on or after January 1, 1995 shall be terminated effective as of January 1, 2002 and no contribution shall be accepted by the Trustees from an affiliate on behalf of a participant employed by that affiliate with respect to any period of time beginning on or after January 1, 2002.

No individual who is initially employed by an affiliate on or after January 1, 2002 shall be eligible to become a participant of the Plan. No compensation that is received by a participant of the Plan with respect to any period of time beginning on or after January 1, 2002 shall be considered to be the earnings of that participant for purposes of the Plan. Any periods of credited service and/or vesting service earned by a participant on or after January 1, 2002 shall continue to be used to determine the eligibility of that participant to receive a retirement or other benefit under this Plan but shall not be used to determine the amount of any retirement or other benefit which that participant may otherwise be entitled to receive under this Plan.

In computing net periodic pension costs as of January 1, 2004 to be recognized for the year ended December 31, 2004, the consulting actuary used the following assumptions:

Discount rate	6.25%
Average rate of compensation increases	N/A
Expected return on plan assets	8.00

The information on benefit costs for the year 2004, as determined by the actuary, is as follows:

Benefit cost	\$ (7,570,207)
Employer contributions	—
Plan participants' contributions	—
Benefits paid	<u>47,800,243</u>

In computing the funded status of the Plan as of December 31, 2004, the consulting actuary used the following assumptions:

Discount rate	5.75%
Average rate on compensation increases	N/A

The funded status of the Plan as of December 31, 2004, as determined by the actuary, is as follows:

Projected benefit obligation	\$ (573,518,933)
Fair value of plan assets	<u>543,287,791</u>
Funded status	<u>\$ (30,231,142)</u>

Accumulated benefit obligation	\$ (573,518,933)
Accrued benefit cost recognized in the statement of financial statements	<u>\$ (30,231,142)</u>

At December 31, 2004, the Plan's net assets available for benefits were allocated as follows: 68% equity securities, 31% fixed income securities, 1% other assets.

The Plan's overall investment strategy is to invest in securities that will achieve a rate of return sufficient to meet or exceed the actuarial interest assumption, which was 8.00% for the year ended December 31, 2004. In general, the Plan's goal is to maintain the following allocation ranges:

Equity securities	55% - 70%
Fixed income securities	30% - 45%
Cash and equivalents	% - 5%

Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2005	\$ 50,244,915
2006	49,532,601
2007	48,563,120
2008	47,682,566
2009	46,809,957
Aggregate for five years beginning 2010	<u>221,200,232</u>

NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan (the "Plan"), a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Plan. Benefits provided by this Plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan based on the advice of consulting actuaries.

NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN (CONTINUED)

In computing net periodic pension costs as of January 1, 2004 to be recognized for the year ended December 31, 2004, the consulting actuary used the following assumptions:

Discount rate.....	6.25%
Expected return on plan assets.....	8.00

The information on benefit cost for the year 2004, as determined by the actuary, is as follows:

Benefit cost.....	\$ 9,597,831
Employer contributions.....	6,756,583
Plan participants' contributions.....	—
Benefits paid.....	5,690,017

In computing the funded status of the Plan as of December 31, 2004, the consulting actuary used the following assumptions:

Discount rate.....	5.75%
Average rate of compensation increases.....	5.25
Expected return on plan assets.....	8.00

The funded status of the Plan as of December 31, 2004, as determined by the actuary, is as follows:

Projected benefit obligation	\$ (88,973,519)
Fair value of plan assets	46,260,290
Funded status	<u>\$ (42,713,229)</u>
Accumulated benefit obligation	<u>\$ (63,783,847)</u>
Accumulated benefit cost recognized in the statements of income position	<u>\$ (29,199,286)</u>

At December 31, 2004, the Plan's net assets available for benefits were allocated as follows: 57% equity securities, 38% fixed income securities, 5% other assets.

The Plan's overall investments strategy is to invest in securities that will achieve a rate of return sufficient to meet or exceed the actuarial interest assumption, which was 8.00% for the year ended December 31, 2004. In general, the Plan's goal is to maintain the following allocation ranges:

Equity securities.....	55% - 70%
Fixed income securities.....	30% - 45%
Cash and equivalents.....	0% - 5%

The International Union expects to contribute approximately \$9,877,355 for the year ended December 31, 2005. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2005.....	\$ 6,732,995
2006.....	7,251,595
2007.....	7,791,123
2008.....	8,080,441
2009.....	8,762,938
Aggregate for five years beginning 2010.....	51,338,893

NOTE 12. TEAMSTERS NATIONAL 401(K) SAVINGS PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan. Beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the plan through payroll deductions. Participants may contribute up to 25% of their pretax salaries up to the maximum prescribed by law and an additional 5% of after-tax salaries. The International Union, as a Plan sponsor, does not contribute to the plan and assumes no liability for the Plan's administrative costs.

NOTE 13. RELATED ENTITIES

The International Union has five related entities not included in the consolidation, which are a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, a voluntary employee benefits trust and the 401(k) Savings Plan. These entities, as well as the Supplemental Benefits Trust, Teamster Disaster Relief Fund and James R. Hoffa Memorial Scholarship Fund, Inc., which are included in the consolidated financial statements, and amounts due to (from) the International Union at December 31, 2004 are as follows:

Teamster Affiliates Pension Plan	\$ 391,499
Retirement and Family Protection Plan	113,792
Voluntary Employee Benefits Trust	40,000
Supplemental Benefits Trust	30,000
Teamsters National 401(k) Savings Plan	114,983
James R. Hoffa Memorial Scholarship Fund, Inc.	(750)
Total	<u>\$ 689,524</u>

The International Union absorbs the administrative costs applicable to the operations of these related entities. All but DRIVE, Teamster Disaster Relief Fund and James R. Hoffa Memorial Scholarship Fund reimburse the International Union for those administrative costs through cost sharing arrangements.

NOTE 14. POSTRETIREMENT BENEFITS

The International Union also provides certain health and life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

In 1992, the International Union adopted Statement of Financial Accounting Standards No. 106, "Employer's Accounting for Postretirement Benefits Other Than Pensions." Under Statement No. 106, the cost of postretirement benefits other than pensions must be recognized on an accrual basis as employees perform services to earn the benefits. The International Union previously expensed the cost of these benefits as claims were incurred. Based on transition provisions of Statement No. 106, the accumulated postretirement benefit obligation at the date of adoption may be recognized as the cumulative effect of an accounting change in the period of the adoption or may be delayed and amortized over a period of up to 20 years as a component of net periodic postretirement benefit cost. The International Union elected to amortize the initial post-retirement benefit obligation of \$32,188,200 (adjusted for plan amendments) over a period of 20 years.

In computing the net periodic postretirement costs for the year ended December 31, 2004 the consulting actuary used a discount rate of 6.25%.

The net periodic postretirement benefits cost for the plan for the year ended December 31, 2004 as determined by the actuary, is as follows:

Service cost	\$ 3,149,365
Interest cost	4,365,037
Amounts of loss recognized	189,047
Amortization of transition obligation	<u>1,572,257</u>
Postretirement healthcare benefits cost	<u>\$ 9,275,706</u>

In computing the funded status of the Plan as of December 31, 2004 the consulting actuary used the following assumptions:

Assumptions used to value the accumulated postretirement benefit obligations:

Discount rate.....	5.75%
Assumed health care cost trend rate for the coming year:	
Medical.....	11.00
Prescription drug.....	14.00
Dental.....	6.50
Administrative.....	4.00
Rate that the cost trend gradually declined to.....	5.00
Year that the rate reaches the rate that it is assumed to remain at:	
Medical.....	2011
Prescription drug.....	2014
Dental.....	2008
Administrative.....	2004

The funded status of the plan as of December 31, 2004 as determined by the actuary, is as follows:

Accumulated postretirement benefit obligation	\$ (82,073,583)
Plan assets at fair value	—
Funded status	<u>\$ (82,073,583)</u>
Accrued postretirement healthcare benefits costs	<u>\$ (55,206,386)</u>

Benefits paid during 2004 were \$2,590,777.

Benefits expected to be paid during the ensuing five years and thereafter are approximately as follows:

2005.....	\$ 2,853,702
2006.....	2,978,059
2007.....	3,249,764
2008.....	3,539,112
2009.....	3,839,909
2010-2014.....	23,775,716

Benefit amounts for 2006 and later are net of an estimate for retiree prescription drug plan federal subsidies that the plan may be eligible to receive for plan years beginning in 2006 if the plan is determined to be "actuarially equivalent" to the Medicare Part D Standard Benefit.

NOTE 15. ACCRUED LEAVE

In compliance with Statement of Financial Accounting Standards (SFAS) No. 43, "Accounting for Compensated Absences," the International Union has established a liability of \$2,357,733 representing accumulated future absences of its employees through the year ended December 31, 2004, which is included under "accounts payable and accrued expenses."

NOTE 16. COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues. None of this litigation involves any substantial potential liability on the part of the International Union.

Other litigation relates to the International Union's status as a labor organization. Much of this latter litigation is strategic, pursued by employers intent on pressuring the International Union with respect to its conduct as a bargaining representative pursuing better wages, hours and working conditions for the members of the International Union and its affiliates.

None of the other litigation in this category involves any substantial liability on the part of the International Union. It is not possible to predict whether any of the two specific suits will result in any liability on the part of the International Union or, if so, what that liability might be. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation has been made in the accompanying financial statements.

NOTE 17. AFFINITY PROGRAM

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the right to use the name, logo, trademarks and membership lists of the Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the right to use the International Union's intangible property to Household Bank of Nevada, N.A. (Household) for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union.

On February 22, 1999, the terms of the AFL-CIO's License and List Use Agreements with Household were amended to provide for adjustments to the amounts of annual minimum royalty payments payable to the AFL-CIO during program years 3 through 5, annual minimum royalty payments for each subsequent program year, and adjustments to the set annual royalty rates applicable to program years 3 through 12. The AFL-CIO splits the royalty payments it receives with participating unions, including the International Union, based on each participating union's average revolving balances in the credit card program.

Under the original agreements, if cumulative royalty earnings (calculated based on the set annual royalty rates and the average revolving balances of union members enrolled in the program) were less than the cumulative royalty payments or advances received by the AFL-CIO, then that excess amount would be due to Household at the end of the term of the agreements. Similarly, if the advances paid to the International Union by the AFL-CIO exceeded the cumulative earnings attributed to the International Union, then that amount would be due to the AFL-CIO at the end of the term of the agreements.

The amended agreements provide that if such a cumulative "overpayment" remains at the end of program year 12, the AFL-CIO has an option to extend the term of the agreement for three additional one-year periods and receive annual minimum royalty payments in each of those years. If there is still a cumulative "overpayment" at the end of the three-year extension, the AFL-CIO will not be obligated to repay such amount to Household.

The amended agreements also provide that the International Union will be obligated to repay any cumulative overpayment to the AFL-CIO if the agreements are terminated prior to the twelfth year of the contract or if the International Union chooses not to extend the term of the agreements for the additional three years referred to above.

The International Brotherhood of Teamsters assigned any and all rights and interest it may have related to the License and List Use Agreements with AFL-CIO to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

NOTE 18. LEASES

The International Union leases office equipment, office space, and residential space. Monthly lease and maintenance payments are allocated to program expenses in the statement of activities. Lease obligations under non-cancelable operating leases are as follows:

Year ending December 31,	2005	\$ 980,762
	2006	887,298
	2007	470,957
	2008	383,261
	2009	58,883
	Total	2,781,161
	Thereafter	51,197
		<u>\$ 2,832,358</u>

Rental payments totaled \$1,013,915 for the year ended December 31, 2004.

NOTE 19. PUBLIC SERVICES ASSISTANCE FUND

The International Union established the Public Employees Assistance Fund to be maintained as part of the International Union's General Fund in 1977 and the Fund was renamed as the Public Services Assistance Fund through action at the 2001 International convention. The International Union allocates one cent of the monthly per capita tax it receives to the Fund. Expenditures from the Fund are made for day-to-day activities of the Public Services Division and for assistance to affiliates for organizing employees.

NOTE 20. SECURITIES LENDING PROGRAM

The Trustees of the International Union have entered into an agreement with the bank that acts as custodian for the International Union's investments which authorizes the bank to lend securities held in the International Union's accounts to third parties.

The International Union receives 70% of the net revenue derived from the securities lending activities, and the bank receives the remainder of the net revenue. Interest reported in the statement of activities includes \$8,177 earned by the International Union during the year ended December 31, 2004 in connection with the securities lending program.

Under this program, the bank must obtain collateral from the borrower in the form of cash, letters of credit issued by an entity other than the borrower, or acceptable securities. Both the collateral and the securities loaned are marked-to-market on a daily basis so that all loaned securities are fully collateralized at all times. In the event that the loaned securities are not returned by the borrower, the bank will, at its own expense, either replace the loaned securities or, if unable to purchase those securities on the open market, credit the International Union's accounts with cash equal to the fair value of the loaned securities.

Although the International Union's securities lending activities are collateralized as described above, and although the terms of the securities lending agreement with the custodial bank require the bank to comply with government rules and regulations related to the lending of securities, the securities lending program involves both market and credit risk. In this context, market risk refers to the possibility that the borrower of securities will be unable to collateralize the loan upon a sudden material change in the fair value of the loaned securities or the collateral, or that the bank's investment of cash collateral received from the borrowers of the International Union's securities may be subject to unfavorable market fluctuations. Credit risk refers to the possibility that counterparties involved in the securities lending program may fail to perform in accordance with the terms of their contracts. To date, the International Union has experienced no losses in connection with the securities lending program. At December 31, 2004, the fair value of securities on loan was \$10,851,312.

NOTE 21. RESTRICTIONS ON NET ASSETS

Temporarily restricted net assets in the General Fund as of December 31, 2004 result from contributions from local union members, joint councils and other international unions for the renovation of the International headquarters building. The net assets are released when these expenses are incurred. Related net assets released from donor restrictions during 2004 were \$34,796. Temporarily restricted net assets for building renovations were \$312,349 at December 31, 2004.

NOTE 22. ORGANIZING ACTIVITIES

As a result of actions taken at the 2002 Special Convention, ten percent of the annual per capita tax received by the International Union, exclusive of per capita tax received for Canadian and Brotherhood of Locomotive Engineers and Trainmen members, is allocated for organizing activities.

Organizing activities are as follows:

Per capita tax revenue	\$ 12,827,784
Expenses	<u>17,502,702</u>
Decrease in net assets	4,674,918
Net assets at beginning of year	<u>5,778,418</u>
Net assets at end of year	<u>\$ 1,103,500</u>

REPORT 88 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Benjamin R. Civiletti

Joseph E. diGenova

William H. Webster

DATED: August 3, 2005

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eighty-eighth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including a new Investigative Report, members actions prior to IRB proposed charges, and the status of pending charges about which we have previously informed you. We will also discuss the status of two Information Reports which do not contain charges but were issued to the IBT as a means of providing information on irregularities requiring action by the IBT.

II. NEW INVESTIGATIVE REPORT

A. JOHN KIKES—Local 78, Hayward, California

On July 14, 2005, the IRB issued an Investigative Report to General President Hoffa concerning International Representative and Local 78 President John Kikes. The Report recommended that Mr. Kikes be charged with bringing reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. On July 29, 2005, Mr. Hoffa decided to accept and file the charges against Mr. Kikes.

III. MEMBERS ACTIONS PRIOR TO IRB PROPOSED CHARGES

A. CARLOW SCALF—Executive Assistant to the General President

We have previously informed you that Carlow Scalf, a member of the IBT and the Executive Assistant to General President Hoffa, while not admitting or denying wrongdoing and after reimbursing the IBT \$69,500 in connection with housing payments the IBT paid on his behalf, submitted a compromise agreement to the IRB to serve a sixty-day suspension from all IBT-affiliated positions, including the Executive Assistant position. The IRB forwarded the agreement to United States District Judge Preska, who by order of July 8, 2005, granted the IRB's application to the Court and also noted that since the compromise agreement reflected in the application was reached, Mr. Scalf's employment at the IBT was terminated.

B. PHILIP FASULO—Local 813, Long Island City, New York

We have previously informed you that before formal charges could be recommended by the IRB to the IBT, Philip Fasulo, former member of Local 813, submitted an agreement to the IRB. In the agreement, while not admitting or denying wrongdoing, Mr. Fasulo agreed to permanently resign from the IBT and Local 813. The IRB found the agreement served to resolve the matter. On May 12, 2005, United States District Judge Preska approved the agreement.

C. THOMAS CERBONE—Local 851, Valley Stream, New York

We have previously informed you that before formal charges could be recommended by the IRB to the IBT, Thomas Cerbone, former member of Local 851, submitted an agreement to the IRB. In the agreement, while not admitting or denying wrongdoing, Mr. Cerbone agreed to permanently resign from the IBT and Local 851. The IRB found the agreement served to resolve the matter. On May 12, 2005, United States District Judge Preska approved the agreement.

IV. STATUS OF PREVIOUS IRB CHARGES

A. ANTHONY FANDACONE—Local 295, Valley Stream, New York

We have previously informed you that Local 295 member Anthony Fandacone allegedly brought reproach upon the IBT by refusing to appear for his scheduled in-person sworn examination. In its decision of July 5, 2005, the Local 295 Executive Board found Mr. Fandacone guilty of the charge and permanently expelled him from membership in the union and permanently barred him from participating in any activities or affairs of Local 295 or any other IBT entity. On July 12, 2005, the IRB notified Local 295 that the decision was not inadequate.

B. JOSEPH LAMPASONA—Local 295, Valley Stream, New York

We have previously informed you that Local 295 member Joseph Lampasona allegedly brought reproach upon the IBT by refusing to appear for his scheduled in-person sworn examination. Mr. Lampasona requested and was granted by the IRB a rescheduled sworn examination which was held on June 1, 2005. In its decision the Local 295 Executive Board found Mr. Lampasona guilty of the charge and suspended him from membership for one year, effective July 5, 2005. On July 12, 2005, the IRB notified Local 295 that the decision was not inadequate.

C. JOSEPH L. BERNSTEIN—Local 781, Des Plaines, Illinois

We have previously informed you that Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein allegedly brought reproach upon the IBT and violated his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. The IBT hearing panel

found Mr. Bernstein guilty as charged. General President Hoffa adopted the hearing panel's recommendation and prohibited Mr. Bernstein from ever reclaiming membership in the IBT or participating in the affairs of any IBT affiliates but he was not prohibited from contact and association with IBT officers, members, employees, representatives and agents with respect to matters that do not involve union business.

The IRB notified Mr. Hoffa that given Mr. Bernstein's conduct the IRB found the sanction imposed upon him inadequate. Mr. Hoffa's response was that he was standing by his original decision. The IRB informed Mr. Hoffa that it scheduled a new hearing on Mr. Bernstein for June 6, 2005.

Counsel for Mr. Bernstein requested and the IRB agreed to a post-hearing briefing schedule in lieu of the scheduled hearing. Post-hearing memoranda have been completed and the matter is with the IRB for a decision.

D. THOMAS CALABRESE—Local 851, Valley Stream, New York

We have previously informed you that Local 851 member Thomas Calabrese allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. Mr. Calabrese subsequently appeared for a rescheduled examination. In its decision the Local 851 Executive Board found Mr. Calabrese guilty of the charge and suspended him from membership for one year, effective August 1, 2005. On August 3, 2005, the IRB notified Local 851 that the decision was not inadequate.

V. INFORMATION REPORTS

A. LOCAL 445 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

We have previously informed you that in April 2004 the IRB issued a non-charge Report to IBT General Counsel Patrick Szymanski concerning the allocation of Local expenses to the Local's Benefit Funds. For years, despite the IBT's directives that cost sharing agreements be well documented, the Union Trustees, who are Local officers and employees, permitted the Benefit Funds to reimburse the Local for expenses that were unsubstantiated by any written documentation. The evidence indicated that the Trustees breached their fiduciary duties to the Funds in permitting unjustified payments to the Local.

On July 12, 2005, Mr. Szymanski informed the IRB that Local 445 has implemented a revised cost-sharing agreement and that agreement is being administered by an independent accountant. Issues remaining to be resolved concern the exact amount of the reimbursements from Local 445 to the various trust funds.

B. LOCAL 727 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

On May 9, 2005, the IRB issued a non-charge Report to IBT General Counsel Szymanski concerning the cost sharing arrangement among the Local and the three Bene-

fit Funds. As part of this arrangement, the Local received approximately \$4.1 million from the three Funds between January 2001 and December 2004. During the years 2001 through 2004, Local 727 derived between 29 percent and 36 percent of its annual income from the payments to the Local from the Funds. Without these payments, the Local's expenditures would have exceeded its income by \$4.3 million during these years. There is insufficient reliable evidence that these transfers from the Funds to the Local were justified by services the Local and its employees performed on behalf of the Funds.

On July 12, 2005, Mr. Szymanski informed the IRB that Local 727 agreed to implement a new cost-sharing procedure that will be drafted by the IBT. The procedure will include the requirement that accurate records of the actual time spent on work performed for the various Local 727 funds be completed periodically and that the process be administered by a completely independent accountant.

VI. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 55 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete is forwarded directly to the Investigations Office.

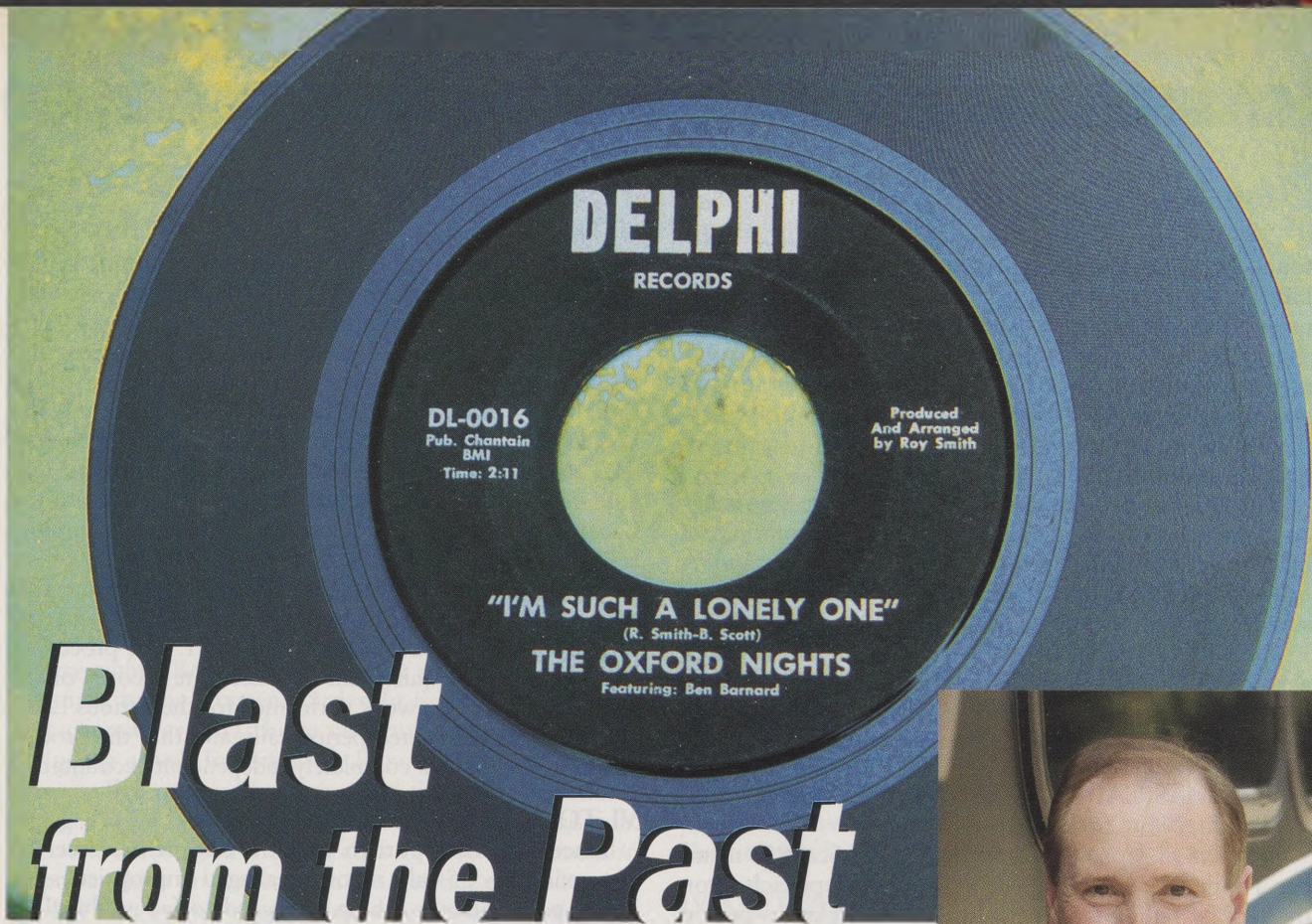
Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VII. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



Blast from the Past

35 Years Later, Teamster's Song Becomes a Hit

In 1969, Jack Bernard, then a high school student, walked into a recording studio in Atlanta to record a song by his band, the Oxford Nights. Now, 35 years later, Bernard is a Teamster. And his song, “I’m Such a Lonely One,” is a hit.

The Georgia-based Bernard is now an International Representative and the Southern Region Director of the Warehouse Division. It has been a long time since he was the drummer for a few Augusta, Georgia-based bands and a dues-paying member of a musician’s union. Now that he is making money off of the band, he wants the proceeds go to something useful.

“Not long ago, I got a call from the record’s producer who said the record was a hit in England and that if I had any of the 45s of the song left, he’d sell them, so I sent him 10,” Bernard said. “Well, the first one sold for \$1,250. The first thing I thought was how wonderful it would be to give that money to good causes.”

Those good causes turned out to be the Teamsters Disaster Relief Fund and the James R. Hoffa Memorial Scholarship Fund.

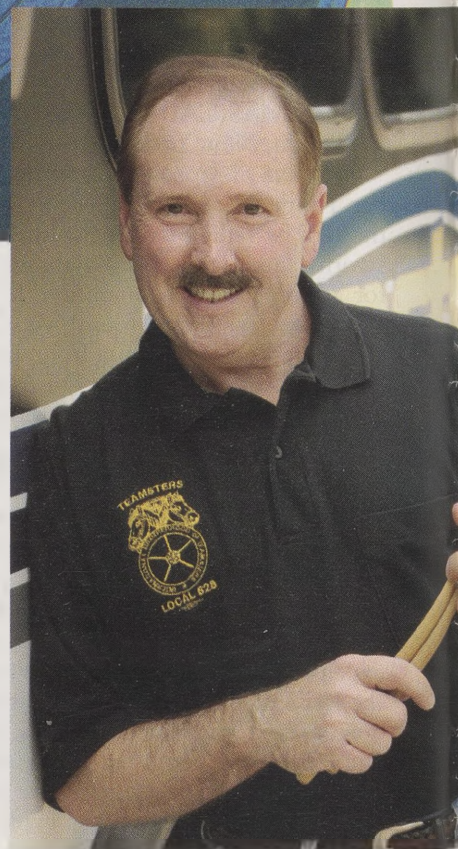
Giving Back

“The band was fun while it lasted. My brother, who was also in the band—we put ourselves through school as musicians,” Bernard said. “The Teamsters have given me and my family a great life, so I figured if I can give back in some way, that’s all that matters.”

“When that first 45 sold for so much, Florida was getting hit by hurricanes. I know the Teamsters Disaster Relief Fund does a lot of good work for our members and I wanted to help out,” he said. “I never would have dreamed that this song we recorded 35 years ago would be able to help other Teamsters.”

Bernard said this isn’t the last you’ll be hearing from his band. A book is being published about bands from the Southeast who played the same kind of music as the Oxford Nights—rhythm and blues. The author, Greg Haynes, collected singles from artists around where he grew up and wrote a book about it that will include two CDs of music, including the single by Bernard’s band.

“The Oxford Nights song I included with the book is wonderful—it’s a great



song,” said Greg Haynes, author of “The Heeey Baby Days of Beach Music.” “It’s up-tempo, characteristic of that type of party song. The bands I profile in this book didn’t want to sound like the Beatles. They wanted to sound like James Brown. The Oxford Nights is a great example of this almost-forgotten genre of Southern rhythm and blues.”

For more information on the book, visit www.heybabydays.com

ELECTION SUPERVISOR'S REPORT No. IV

LOCALS UNION PLANS FOR FALL 2005 DELEGATE ELECTIONS BEING SUBMITTED AND APPROVED

NEW ADVISORY REQUIRES ONLY LAST FOUR DIGITS OF SOCIAL SECURITY NUMBERS FOR MEMBERS SIGNING ACCREDITATION PETITIONS AND MAKING CAMPAIGN CONTRIBUTIONS

ELECTION SUPERVISOR MEETS WITH GCC, BMW AND BLET REPRESENTATIVES TO REVIEW DELEGATE ELECTION PROCEDURES IN NEWLY MERGED ENTITIES

This is the Election Supervisor's IV report to the IBT membership on the steps underway to conduct the 2005-2006 IBT International Union Delegate and Officer Election.

I. Status of Local Union Delegate Election Plans.

As of my last report to the membership, of the IBT local unions eligible to conduct delegate elections in the summer or fall of 2005, 19 had submitted local union election plans. As of the end of July, a total of 40 IBT local unions have submitted plans in accordance with Article II of the proposed *Rules for the 2005-2006 IBT International Union Delegate and Officer Election* (the "2006 Rules"), and 17 of those plans have been approved. The following local unions have submitted plans (a "*" mark indicates that the plan has been approved)

Local Union Plans Submitted to the Election Supervisor

43	173	305*	568	813
77	214	373	584*	833
85	231*	401*	601*	838
87	247*	439	670*	890*
89*	250*	492	677	912*
91	252*	502	760*	926
164	261*	516	804	948*
169	279*	550*	812	2040

As local union plans are reviewed and approved, the Election Supervisor's website, www.ibtvote.org, will post a master calendar of dates relating to the election of convention delegates. You should receive individual notice by mail of delegate nomination and election events at your local union, and schedule information should also be posted on local union bulletin boards.

The deadline for submission of local union plans for Winter/Spring 2006 delegate nominations and elections is September 30, 2005. Members may request a copy of the proposed plan from their local union once it is submitted and have fifteen (15) days to submit written comments to the Election Supervisor about the proposed plan. The Election Supervisor will begin reviewing and approving Winter/Spring 2006 plans as soon as they are submitted.

II. Change in Reporting Requirements

The Election Supervisor has issued an *Advisory on Requiring Only Last Four Digits of Social Security Number for Identification Purposes*. You may obtain a copy at www.ibtvote.org, or by contacting the Election Supervisor's office.

The *Advisory* was issued in response to concerns expressed by some IBT members about providing their full social security number (or social insurance number) in connection with required election submissions. In previous elections, conducted under earlier versions of the *2006 Rules*, members have been required to provide their complete social security numbers (or social insurance numbers) as part of the information necessary to verify member identity on candidate petitions and in connection with campaign contributions. After considering the points raised by the concerned parties and investigating the matter, the Election Supervisor has determined that, for certain purposes, the last four digits of the member's social security number (or social insurance number) considered with other information would be sufficient to determine a member's identity and eligibility status. Thus, members who sign candidate accreditation petitions (whether as the petition circulator or as a signatory in support of accreditation) need only disclose the last four digits

of those numbers. The same four digit requirement should also be sufficient to determine the identity of campaign contributors. Other submissions that require the full social security number (or social insurance number) have not changed. Please read the advisory for the exact description of the new provision.

III. Guidance for New Unions Merged into the IBT

The Election Supervisor is working with representatives and members of the Graphic Communication Conference (GCC), Brotherhood of Maintenance of Way Employees Division (BMWED) and Brotherhood of Locomotive Engineers and Trainmen (BLET) to integrate IBT members of the newly merged entities into the 2005-2006 IBT Convention delegate and International Officer election process. This is the first experience of these union members with the IBT delegate and officer election process.

The Election Supervisor has allowed GCC local unions and BMWED and BLET intermediate bodies an additional month (until October 31, 2005) to submit their local union plans. Like all IBT members, GCC, BMWED and BLET members have the right to obtain a copy of the proposed election plan from their local or intermediate body and have fifteen (15) days to submit written comments about the proposed plan to the Election Supervisor.

Delegate elections in each of the newly merged entities will occur in March 2006. The Election Supervisor is currently scheduling *2006 Rules* training with GCC, BMWED and BLET officers and members for the purpose of reviewing the delegate nomination and election procedures.

Pursuant to their respective merger agreements with the IBT, for the purpose of electing IBT Convention delegates, the merged entities have agreed to consolidate smaller locals by geographic location. GCC locals of less than 125 members and BMWED and BLET intermediate bodies of less than 100 members will be consolidated, by geographic region, into single voting entities. The Election Supervisor has established a September 30, 2005 deadline for determining which locals and intermediate bodies will be consolidated pursuant to the provisions of the GCC, BMWED and BLET merger agreements.

IV. Election Protests

The Election Supervisor has decided several election protests. Rulings are posted and may be viewed at www.ibtvote.org. For information on procedures relating to the filing and processing of protests, please consult *Article XIII* of the *2006 Rules*.

Contact information for both Election Supervisor headquarters and the Regional Directors may be found at www.ibtvote.org. The address and telephone contact information for the Election Supervisor's Office is:

Richard W. Mark
Office of the Election Supervisor
for the International Brotherhood of Teamsters
1725 K Street, N.W.
Suite 1400
Washington, D.C. 20006
Phone 1-888-428-2006, 202-429-8683
Fax: 202-429-0030

Richard W. Mark
Election Supervisor

The James R. Hoffa Memorial Scholarship Fund 2005 Essay Contest



2005 Essay Topic:

Describe a brief history of your Teamster parents' or grandparents' involvement in their Local Union. How has it affected your family and why is it important to you?

For high school graduates, age 23 and younger, who are children or grandchildren of Teamster members

For more information, contact your local Teamsters Union office or visit www.teamster.org.

Deadline for submissions is September 30, 2005

TEAMSTER

AMAZING GRACE

Members Rally To
Help Victims Of
Hurricane Katrina



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TEAMSTER

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A MESSAGE FROM THE GENERAL PRESIDENT

Organizing Our Priorities

Hurricane Katrina has not only ravaged our Gulf Coast, it has exposed the scandal of our nation's poverty. The tragedy in New Orleans was shameful: Needy Americans without adequate food or medicine. Unsani- tary living conditions. Underprivileged citizens unable to access medical care. A federal government that was unre- sponsive to the plight of our nation's poor. And that was *before* the storm hit.

Ever since Ronald Reagan, so-called "big government" has been demonized. Tax cuts for the wealthy and a free ride for corporations are religion in Washington. Workers dealing with disappearing jobs, declining wages, no health insurance and a paycheck-to-paycheck exis- tence get pushed aside because they don't con- tribute big money to political campaigns.

But those tax cuts are haunting us now. Our nation lacks needed infrastructure. Failure to invest in our ports, bridges and levees has made us more vulnerable to terrorists and nat- ural disasters. Privatization and downsizing have put unqualified workers on the front lines of our nation's homeland security. This is not the America I want for my grandchildren.

In the wake of the worst disaster in our nation's history, some questions need to be asked and answered. Do we want a political sys- tem that rewards only the wealthy and neglects the working poor? Is it good for America to have the divide between the upper and lower classes grow greater every year? Why is national health care treated as a budget issue instead of a matter of human dignity?

Standing Together

Teamsters from across the country are driving trucks and delivering supplies as part of the hurricane relief effort. Others are donating food, clothing and volunteering their time. America is at its best when its citizens pull together during times of crisis and despair. And Teamsters have always answered the call when their nation needed them most.

Over the last century, Americans have con- sistently lifted themselves out of poverty and into the middle class through union member- ship. By standing together and bargaining col- lectively, generations of American workers have improved their lives significantly.

The desire for respect and dignity never changes. As long as working people are under- paid, overworked or otherwise mistreated, there will be the need for a union. I believe the dignity of American workers cannot be export- ed, privatized or downsized. And I don't believe the government should set up barriers to discourage working Americans from joining a union and improving their lives.

What the government and the people of our great country need is to be better organized. Government needs to better organize its priori- ties—including its emergency management. And working people need organized labor like never before.

James P. Hoffa

Small World

Teamsters Join Union Network International

Teamsters General Secretary-Treasurer Tom Keegel pledged to stand tall with workers around the world, addressing international delegates attending Union Network International's (UNI) Second World Congress.

"Joining UNI is a natural step for us as we try and change the course of the American labor movement," Keegel said. "In a global marketplace, we need to work with our brothers and sisters all around the world, fighting to make sure workers are guaranteed the right to form their own union."

In August, 1,300 delegates from nearly 900 unions representing 140 countries gathered in Chicago to attend the UNI Congress.

A Global Federation

UNI is a global federation that formed in 2000 to respond to

workers' needs in the new millennium. With more than 15.5 million members, UNI is tailoring its organizing strategy to address globalization and help affiliated unions and their members create international networks.

UNI encourages solidarity across borders, raises issues of common concern with employers, governments and international bodies, and promotes trade union rights worldwide.

"UNI challenges us all to imagine a new path to global unionism," said Philip Jennings, UNI General Secretary. "We must rise to the challenge of creating a world that is not just fit for business but for people as well."

The UNI Congress highlighted global organizing efforts in the telecommunications industry, postal sector, and graphical sector, including

a panel about the Teamster organizing campaign at Quebecor World.

Worldwide Campaigns

The Quebecor World panel included Chi Gomez, a proud new Teamster from the recently organized Quebecor plant in Fernley, Nevada. Gomez

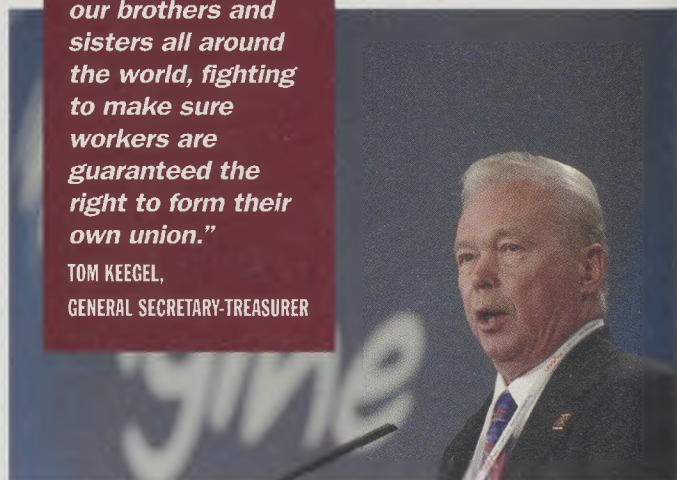
that we were all working together," said Gomez, an ink and roll tender.

"The Quebecor experience was instructive for all of us," Jennings said. "Our combined efforts clearly resulted in increased union membership."

Keegel also restated the Teamsters' ongoing global commitment to organize DHL workers in the United States. Rolf Büttner, the head of ver.di, a union that represents

"In a global marketplace, we need to work with our brothers and sisters all around the world, fighting to make sure workers are guaranteed the right to form their own union."

TOM KEEGEL,
GENERAL SECRETARY-TREASURER



thanked the delegates for their international solidarity efforts that let workers in Fernley know that they were not alone.

"It totally pumped me up

DHL workers in Germany, echoed Keegel's comments and outlined a regional DHL organizing plan currently under way in Europe.

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Gas Attack

700 Trucks Participate in Convoy for Justice

In an inspiring show of solidarity, a convoy of more than 700 trucks driven by independent owner-drivers who work as container haulers out of the Port of Miami-Dade descended upon Miami City Hall to call on Congress to pass legislation that would enact mandatory fuel surcharges.

The convoy, which began approximately 20 miles outside the city, was organized to protest the ongoing practice by steamship lines and companies that employ the independent owner-drivers of withholding fuel surcharge payments.

"The price of fuel has more than doubled over the course of just four years," said Sandro Lerro, who emigrated from Cuba in 1989 and has been working as a container hauler since 1995. "Unfortunately, over that same period of time, the pay we receive for our work has not increased."

Currently, the payment of fuel surcharges is not mandatory under federal law and the container haulers are forced to absorb the added cost as fuel prices continue to soar.

Time for Change

"We are paid approximately 85 cents per mile and it's costing 60 cents each mile just to make the run," said Lerro. "We can't make a living wage and provide for our families at that rate."

Drivers and officials from the Teamsters and the International Longshoremen's Association (ILA) delivered petitions with thousands of signatures to Commissioner Tomas Regalado. Regalado promised the drivers that he would deliver the petitions to the congressional delegation for South Florida and urge them to sponsor mandatory fuel surcharge legislation.

"The current system isn't fair to these drivers," said Mike Scott, President of Local 769 in Miami. "But nothing about the way these drivers are treated in this business is fair. It is time for that to change."



Retiree Programs

TEAMStar
Retiree Health Plan

For those who retire before reaching age 65 and find themselves in the gap between Medicare eligibility and regular employer sponsored health insurance. This plan provides limited benefits including basic hospital, medical and surgical insurance. For more information, call (800) 808-3239.

TEAMStar
Early Retiree Health Plan

A Medicare Supplement program for retirees who also receive Medicare Part A and/or Part B. For more information call (800) 808-3239.

TEAMStar
MEDICARE PART D
Prescription Drug Program

A Medicare Prescription Drug Program for retirees who also receive Medicare Part A and/or Part B, but do not currently receive prescription drug coverage. This plan can be purchased alone or in conjunction with the TEAMStar Retiree Health Insurance Program. For more information, call (866) 524-4173 (TTY/TDD 866-524-4174), or www.teamstarpartd.com

The Union Advantage

Teamsters Lead the Way with New Prescription Drug Program

With the introduction of a new prescription drug program, the Teamsters Union now has a full range of health care programs for retirees.

The new TEAMStar Medicare Prescription Drug Program is the only such program offered by an international union. And its rates and coverage are more than competitive with for-profit commercial insurers.

"Programs like this are going to help our union better

serve our retirees and members in the ever-changing health insurance marketplace," said Tom Keegel, Teamsters General Secretary-Treasurer.

The new program works in conjunction with two existing programs to provide a full range of health insurance benefits for Teamster retirees and their spouses. The other two programs are the recently launched TEAMStar Early Retiree Health Plan, a program for pre-65 retirees, and the current TEAMStar Retiree Health

Insurance Program, a Medicare (age 65 and up) supplement program in which 13,000 Teamster retirees are already enrolled. The new prescription drug plan can be purchased alone or in conjunction with the TEAMStar Retiree Health Insurance Program, which has been the most successful program of its kind in the labor movement for the past 10 years.

Savings Passed On

The Teamsters initially opposed the Medicare Prescription Drug and Modernization Act but is now taking full advantage of the positive aspects in the legislation that are beneficial to retirees.

"Now that this legislation is in place, we are fully commit-

Thirst For Justice

Chicago Beverage Drivers Win Better Benefits and Wages



Delivery drivers for Union Beverage Company in Chicago recently ratified a new three-year contract that provides higher wages, improved benefits and other improvements. The 60-plus drivers service bar and wholesale distributors and are members of Local 744 in Chicago.

"We started negotiations in February," said Jim Richmond, a 20-year member of Local 744 in Chicago. "The new contract gives us a raise in pay and it regulates the use of casual workers. Now the employer has to call on mem-

bers who have their commercial drivers license (CDL) first. In the past, the employer could bring in helpers that didn't have a license."

"Our local has always gotten us better than average pay and been able to maintain our benefits," said Tom Singer, a Union Beverage worker. "It's a growing company. We cover all of northern Illinois. We're like the mailmen—we are out in the snow and the sleet. I can remember only two days in the past 19 years that the company didn't send anyone out. That was because the wind chill was 70 degrees below zero."

Standing Strong

"The company wanted our drivers to pay more for health care coverage," said Greg McQuitter, President of Local 744. "But we said 'no.' We

ted to providing the best coverage at the lowest cost to our retirees," Keegel said.

Highlights of the TEAM-Star Medicare Part D Prescription Drug Program include nationwide availability, a comprehensive drug coverage and pharmacy network, no deductible and competitive premiums.

Enrollment in the TEAM-Star Medicare Part D Prescription Drug Program begins on November 15 and becomes effective on January 1, 2006. The Teamster retiree health plans are not intended to replace union or employer-sponsored health coverage but to offer access to retiree health insurance where no other reasonable options are available.



Investing In The Future

James R. Hoffa Memorial Scholarship Fund Awards 100 Students

From one end of North America to the other, winners of the James R. Hoffa Memorial Scholarships are one step closer to becoming the leaders of tomorrow.

"This scholarship does so much good for Teamster families," said Jim Hoffa, Teamsters General Pres-

ident. "It makes me proud that our union has not only so many worthy candidates for this scholarship, but that there are so many Teamsters willing to donate to the scholarship fund to help out the children of their union brothers and sisters."

Applicants compete in one of the five geographic regions where their Teamster parent or grandparent's local is located. This school year, 100 scholarships were awarded, with 31 students receiving \$10,000 and 69 receiving one-time grants of \$1,000.

Information on how to support the scholarship program can be found on the Teamster web site at www.teamster.org

\$10,000 Scholarship Winners

Canada

Nikhil Jain, Local 31
Kris Moore, Local 938
Dragana Perusinovic, Local 395
Belinda Raposo, Local 213
Caleb Scott, Local 464

Central Region

Ryan Boyer, Local 600
Mina Farahzad, Local 200
Whitney Grither, Local 600
Zachary Marine, Local 662
Thomas McKenzie, Local 320
Andrew Mehr, Local 346
Heidi Schmidt, Local 710
Mindi Summers, Local 400

Eastern Region

Nicole Dietsche, Local 812
Jeffrey Ditzler, Local 771
Bryan O'Sullivan, Local 111
George Puddister, Local 25
Sean Rogers, Local 445
Stuart Smith, Local 95
Stephen Toth, Local 445

Southern Region

Steven Barber, Local 878
Jennifer Deleon, Local 1110
Trang Ngo, Local 577
Tracy Oates, Local 728
Jessica Ortiz, Local 657

Western Region

Katherine Cain, BLET

Beau Figliola, Local 313
Kelsey Heider, Local 223
Soroya Rowley, Local 315
Brian Suchy, Local 162
Mark Wilcox, Local 492

\$1,000 Scholarship Winners

Canada

Jacqueline Bierwirth, Local 938
Amber Chevarie, Local 938
Rebeca Cudd, Local 647
Samantha Epp, Local 31
Tyler Finley, Local 213

Ambrosia Gilchrist, TCRC
Liam Huber, Local 464
Jessica Klesc, Local 938
Kathleen Lefevre, Local 31
Nicole Powers, Local 880
Kailey Smith, TCRC

Central Region

Stephanie Bannos, Local 743
Brittany Benson, Local 406
Tara Bishop, Local 89
Eliza Dy, Local 215
Eric Fairbrother, Local 135
Ryan Gorman, Local 114
Courtney Hall, Local 89
Nicholas Horen, Local 20
Molly Isola, Local 662
Kira Labby, Local 75
Katie Langenfeld, Local 554
Rachel Lowes, Local 600

James McGuire, Local 714
Jacquelyn Oestreich, Local 344
Jennifer Orrico, Local 743
Tiffany Poulette, BLET
Craig Sanford, Local 436
Jason Sleight, Local 486

Eastern Region

Sara Berglund, Local 170
Erica Boles, Local 175
Jessica Castaneda, Local 804
Kevin Cauto, Local 384
Elizabeth Daigle, Local 170
Angelica Daniele, Local 384
Maria Duaine, Local 401
Erin Etzel, Local 639
Jillian Haney, Local 538
Rachel Heron, Local 384
Allison Hulchanski, Local 317
Alyssa Spina, Local 264
Kaitlyn Stratowski, Local 111
Whitney Wade, Local 445
Michael Wenger, Local 102

Southern Region

Amber Anderson, Local 612
Kali Blevins, Local 745
Adrienne Doster, Local 728
Alexandra Federer, Local 745
Brett Folmar, Local 919
Sara Heirs, Local 769
Amanda Holley, Local 728
Rachel Ingram, Local 519
Jordan Kidd, Local 385
Blake Livingston, Local 385
Elizabeth Meserve, Local 745

Western Region

Matthew Carter, Local 166
Jordan Forbes, Local 763
Lisa Green, BLET
Justin Hausauer, BLET
William Hickok, Local 911
Jordon Kolbo, Local 631
Heather Lewis, Local 952
Chelsea Maxwell, Local 848
Andrew Muck, Local 490
Caleb Owen, Local 206
David Shoenhair, Local 517
Adrienne Spakousky, Local 962
Aaron Trickett, Local 206
John Vu, Local 911

good strong."

"When we took a strike vote, it added pressure to the negotiations. The company knew we were serious," McQuitter said. "With the new contract, our members have the opportunity to qualify for benefits if they work at least 11 days each month—that's a big plus for us. We've been representing UBC workers for many years and we weren't going to let the company get away with anything substandard. Our liquor delivery drivers are among the highest paid in Chicago."

"Recently the company got the Brown-Forman account which has Jack Daniel's, Southern Comfort and Canadian Mist products," Richmond said. "We should have plenty of work."

Boom Town

Certification Will Help Teamsters in California, Elsewhere

A group of Teamsters from around the country recently spent three days getting certified as practical examiners on large and small hydraulic boom trucks. The training, which was held at the Construction Teamsters Training and Upgrading Fund of Southern California (CTTUFSC), refreshed the certification for two existing trainers and added 18 more to the ranks of available trainers ready to help Teamster construction workers become certified on these pieces of equipment.

"There are only approximately 600 practical examiners for boom trucks in the

country," said Andy Nichols, lead instructor at CTTUFSC, who was one of the people who completed the three-day training. The CTTUFSC now has six certified practical examiners for boom trucks on staff.

In California, the need for additional practical examiners is particularly pressing. The state implemented new restrictions that went into effect on June 1 requiring certification for all boom truck operators. Nick Nichols, CTTUFSC Training Director, said other unions have been certifying their workers and the Teamsters are trying to take care of their own.



tical exam, during which they demonstrate their skills with the equipment. The recently certified trainers will now be able to conduct the practical examinations.

Ed Mattas, Recording Secretary at Local 36 in San Diego,

Stepping Up

"It's our job to get the workers caught up," Nick Nichols said. "Those who aren't certified aren't working and we want Teamsters to be able to step up and get those jobs."

Teamsters who wish to be certified have to go through classroom instruction and pass a written test, and then are put through a prac-

plans on taking his new credentials and putting them to use on behalf of his members.

"The training is going to provide me the opportunity to take care of our members and get them certified for these boom truck jobs," Mattas said. "I'm trying to do it in-house down here to make it more convenient for members looking for that kind of work."

TEAMSTER-MADE

Say Cheese!

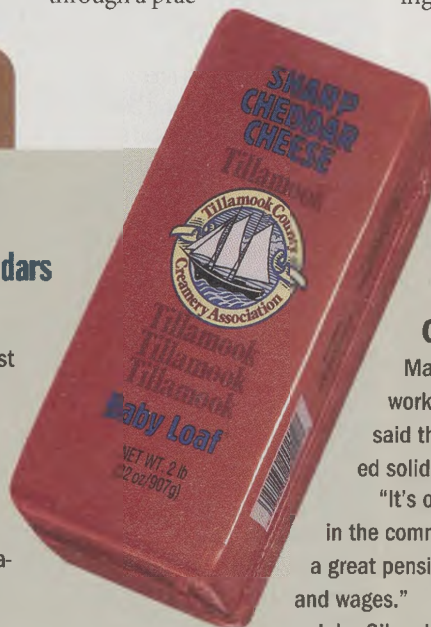
Local 58 Members Produce Renowned Tillamook Cheddars

On the remote, picturesque coast of Oregon, some very talented Teamsters keep busy producing and delivering some of the finest cheese in the world.

About 250 members of Local 58, based in Vancouver, Washington, work at the Tillamook County Creamery Association plant in Tillamook, Oregon. The Teamsters produce Tillamook sharp, extra sharp and vintage white extra sharp cheese.

Teamsters have worked at the 95-year-old farmer-owned cooperative for about a half-century. The unit consists of drivers, production, warehouse and clerical workers. Tillamook is the second largest brand of natural chunk cheese in the United States.

"This is a very experienced, hardworking group," said Cary Bertram, a Local 58 business agent.



Quality Workers

Matt Petty, a steward who has worked at the plant for five years, said the Teamsters have negotiated solid contracts over the decades. "It's one of the best jobs to have in the community," Petty said. "We have a great pension, health insurance and wages."

John Silva, Local 58 Secretary-Treasurer, said the Teamster-made Tillamook cheddar cheeses are well known nationwide.

"We have quality workers producing a quality product," Silva said.

Change For The Better

Tankhaulers Join Union to Protect Benefits

Gary Lenz works nights as a tankhauler for Air Liquide and wants a good life for his wife and two sons. It became increasingly difficult for him and his coworkers to make ends meet when their company was bought by a group that wanted to slash benefits and drastically increase their health insurance copays.

So Lenz and his coworkers brought in the Teamsters. Despite an organizing effort that was opposed with the typical dirty tricks of an anti-union company, the workers came out on top. With a 15-2 vote, workers with Air Liquide America

Corp. in Feura Bush, New York joined Local 294 in Albany. The workers haul bulk liquid nitrogen, oxygen and argon.

Standing Together

"We're thrilled to have them in our local," said John Bulgaro, President of Local 294. "They came to us after the company was bought a few months ago and the new owners wanted to drastically change their health and pension benefits. They knew the Teamsters would stand up for them."

"The new company came in and told us they were going to change our benefits but that

they would be comparable to what we had before," Lenz said. "That turned out to be completely false. Their new benefits were pretty terrible. The copays were outrageous and the company said they weren't going to be making pension contributions for a lot of us. They started trying to

nickel-and-dime us to death."

The day before the election, management told the workers that all nonunion employees would be getting better health coverage, but they rejected the ploy and voted the union in.

"We're proud of the way these guys stuck together," Bulgaro said.



HELP

HIGHER EDUCATION LOAN PROGRAM

Your solution for financing your child's college education



Through a partnership with Student Loan Xpress®, a national student loan provider, the International Brotherhood of Teamsters has created the Higher Education Loan Program (HELP)—a one-stop shop for education finance exclusively for Teamsters members and their families.

Through HELP, you can choose from:

The Federal Parent Loan for Undergraduate Students (PLUS), which offers:

- Low interest rates
- Easy qualifications
- No prepayment penalty
- Interest may be tax deductible; or

The Loan to Learn™ Education Loan, which offers:

- Instant pre-approval
- Low monthly payments
- No government application process
- No deadlines, apply any time of the year

APPLY TODAY!

Call the HELpline TOLL-FREE at 1-866-875-5214 or apply online at www.slxteamsters.com today. Don't miss this opportunity!



HELPING

Members Rally to Help Victims of Hurricane Katrina

“The one thing this hurricane has taught me is, ‘it’s not what you have, it’s who you have,’” said Dina Benoit, who opened her home to 30 members of her extended family who lost everything in Hurricane Katrina.

“Everybody’s alive, so I’m thankful,” added Benoit, who drives a UPS package car.

Local 891 member Rob Mauffrey decided to move his family to safer ground as the hurricane headed toward Gulfport, Mississippi. Watching news reports from a motel room with his

wife and two young daughters, he feared the worst. When they returned home, the only thing that was left of their house was a concrete slab.

“All the way home I had a knot in my stomach,” he said. “But once you see it, the fear recedes. You start thinking about what you need to do first.”

Terry Bang, another member of Local 891 in Jackson, Mississippi, had his house blown apart by a fierce tornado that accompanied Katrina, while he, his wife and two college-age children huddled in their downstairs bathroom. In the storm’s aftermath, he waited day after day for an insurance adjuster and a FEMA representative to assess the damage.



HANDS

"It's frustrating. I can't begin repairs until I get a damage assessment," Bang said. "A FEMA rep was right across the street and wouldn't talk to us because we were not on his list. He told my neighbor he would have to leave if I came over there."

One group that doesn't frustrate Bang is his union. He said members of Local 891 found a way to contact him after the storm and brought supplies soon afterwards. He has always been proud to be a Teamster, but now recognizes the true mission of the union.

"It's brother helping brother against the ills of life," he said. "These guys are working long hours every day to help us get back on track with little concern for their

own needs. I can't praise them enough."

The Teamster Way

Willie Smith, Local 891's President, has been working nonstop since the hurricane hit to help members like Benoit, Bang and Mauffrey. Smith and Local 891 made contingency plans before the storm and were out locating members as soon as it ended. In the days and weeks after the hurricane, they have been driving the long road to Biloxi and Gulfport daily with food and supplies for members in the region.

Smith has also been working with the Red Cross to coordinate, store and distribute all of the donations of food and

other goods that have been pouring in from Teamster members all over the United States and Canada. Plus, he tries to keep up to date with Local 258, a small local in neighboring Hattiesburg, Mississippi that was also hit hard. Smith doesn't talk much about his endeavors, but they are definitely noticed by his members.

"You do what needs to be done," Smith said. "The union is a family. You take care of your family."

Consumed by Flood

In New Orleans, about two-thirds of Local 270's 3,000 members were displaced by Hurricane Katrina. Now they are scattered across the United States, some with rela-



tives, others in motels or temporary shelters. Located just above the French Quarter, Local 270's offices were flooded by New Orleans' breached levees.

"People have no addresses, no phones, no mail. Some members were reliant on public transportation and did not get out of the city," said David Negrotto, Local 270 Vice President.

With Local 270 temporarily out of commission, some officers took refuge in Local 5's offices in Baton Rouge. While Negrotto set up shop finding work for displaced members, Local 5 Secretary-Treasurer Keith Partin and Business Agent Reggie Ducote helped coordinate relief efforts with the Red Cross and various city and state officials. Truckloads of food and water were rushed in from Teamster locals around the country.

"We had members coming from Albuquerque, Denver, San Antonio, we had so much stuff we had to put it in a barn at a rodeo arena in Eastern Parish. People here are going to need those supplies for months to come," Partin said.

Local unions and Joint Councils across North America heeded the call for help

within hours of the disaster. Generous donations were pledged to the Teamsters Disaster Relief Fund and truckloads of supplies ranging from food and water to diapers and medicine headed for the Gulf Coast.

Teamster Spirit

"The response by our members has been remarkable," said Jim Hoffa, Teamsters General President. "It really speaks to the Teamster spirit. Reaching out to those who need help is what a union is all about."

One of Hoffa's primary concerns was getting jobs quickly for displaced members. The Carhaul Division, working with Jack Cooper Transport Company, was able to gain offers of employment for Gulf Coast members at some of their terminals in the Midwest, West Coast and Michigan. The Parcel Division reached an agreement with UPS on hiring relocated members. The Freight Division worked closely with companies such as ABE, Yellow and Roadway to provide work for affected freight members. And the Warehouse Division spearheaded an effort where the Teamsters joined forces with Kroger to transport 20

refrigerated trailers to Red Cross stations in Louisiana. In addition, the Central States Pension Fund extended health and welfare coverage and took additional steps to offer relief to members and retirees affected by the storm.

Hoffa also visited members in the affected states in the immediate aftermath of the storm and handed out \$500 debit cards from the Teamsters Disaster Relief Fund. Mark Parkman, a 12-year Teamster, was one of the members who received a debit card.

"This disaster has put the union in a whole different light for me," Parkman said. "I used to see the union only as an insurance policy if you need them down the road. Now I see the union like they care about me and my family. Their response has been tremendous."

Pitching In

Joint Council 25 and Local 743 in Chicago took part in a relief effort that generated truckloads of food and supplies. Starting at 5 a.m., volunteers loaded trucks with donations and by 7 p.m. they had received



"Our members who are in dire need of food, shelter, money and other supplies can count on their Teamster brothers and sisters as they struggle to rebuild their lives."

—JIM HOFFA, TEAMSTERS GENERAL PRESIDENT

Hoffa Visits Devastated Gulf Region

Pledges Support in Rebuilding, Training

While in the affected Gulf region, Teamsters General President Jim Hoffa pledged continued support and assistance to members whose homes, jobs and lives were devastated by Hurricane Katrina. Hoffa also outlined plans to help the region and its residents recover from the tragedy.

"Our union is at its best when we pull together during times of crisis, because that is the true strength of the Teamsters," Hoffa said. "Our members who are in dire need of food, shelter, money and other supplies can count on their Teamster brothers and sisters as they struggle to rebuild their lives."

Hoffa met with UPS Teamsters, recently organized casino workers, freight drivers and other members whose homes and jobs had been destroyed, distributing assistance from the Teamsters Disaster Relief Fund, including \$500 debit cards.



Meeting Members' Needs

The Teamsters Union created a job training program to address the immediate employment needs of displaced workers in the region struggling to get back on their feet. The union also applied for \$19.5 million in emergency training funds from the U.S. Department of Labor to train 3,000 people as commercial vehicle operators.

In addition, the union has sent hundreds of truckloads of food and goods to Mississippi and Louisiana, with drivers coming from across the country, including Los Angeles, Oregon, Chicago, Boston and New York. The Teamsters are helping members find work, maintain their health care coverage and get their pension checks.

"Our next step is to get workers in this area retrained and get these cities and towns rebuilt," Hoffa said. "The government must work in partnership with organized labor to get this region working again."



HURRICANE VICTIMS STILL NEED YOUR HELP

*Donate to The Teamsters
Disaster Relief Fund
Send your tax-deductible
donations to:*

Teamsters Disaster Relief Fund
25 Louisiana Ave. NW
Washington, D.C. 20001



enough food and other dry goods to fill more than 15 trucks.

"The vehicles were lined up for at least three or four blocks, waiting to drop off donations for the drive," said Reginald Ford, a Local 743 business agent. "The

community's generosity to the victims is incredible."

Local 25 in Boston donated a cargo trailer and a community service trailer from the union's fleet to transport supplies to Hattiesburg. The Local 25 tractor trailer

Working Overtime

Waste Workers Face Dangerous Streets, Injustice at Work

In Baton Rouge, BFI waste crews who have been fighting to become Teamsters were back at work the day after Katrina hit. City officials in East Baton Rouge Parish estimated that the storm left some 300,000 cubic yards of debris, and waste crews worked overtime to clear the trash and tree limbs.

With the population doubling overnight and a nearly non-existent emergency infrastructure, evening routes in Baton Rouge became dangerous—carjacking and looting were rampant and route drivers brought their trucks in as gunshots sounded against the evening sky.

No Contract

In Mobile, Alabama, fierce winds wrought more destruction than flooding. Larry Baldwin, a leader in the fight to organize the BFI facility in Mobile last December, found himself struggling to put his life back together.

"We lost all our food, power and gas, I've never seen gas lines like this," said Baldwin, who rode out the storm at home with his wife and daughter.

"It's hard to look at all this—people who lost their homes, their stuff is gone. People who've been flooded out, their pictures and everything are set out on the side of the road."

Baldwin and his coworkers have been working overtime to clear the

streets and bring a sense of normalcy back to their hometown. On his normal route as a boom-truck driver, he picks up two to three loads of debris. Since Katrina hit he averages about five loads a day.

Despite their hard work and dedication, Teamster members at BFI are still working without a first contract. At a time when unity should be the watchword of the day, management relentlessly attempts to divide the workers.

Standing Together

On a recent Friday evening, managers told returning residential drivers they had to go back out to pick up more routes. Anyone who refused would be fired.

"Everyone stuck together. They said, 'Give me my paycheck. I ran my route and I'm not going back out,'" said Steven Burroughs, a roll-off driver. "And they did, they couldn't fire everybody."

Despite BFI's divisive tactics, the overall tone in Mobile is one of solidarity and brotherhood.

"There's a lot of prejudice in the South, but now, people are treating people like people. There are no races, everybody is one," Baldwin said.

Mobile residents are bringing each other food and water and cutting trees out of each others' yards.

"I hate that it took a hurricane to do this, but it makes you feel good to see people coming together," Baldwin said.



"This has been one of the greatest humanitarian efforts I've seen in a long time—and it was the Teamsters out front once again."

—TOM KEEGEL, TEAMSTERS GENERAL-SECRETARY TREASURER

was filled with mattresses, bedding, sheets, towels and toiletries.

"It is our duty as Americans to help those who are struggling to survive the aftermath of Katrina," said Ritchie Rear-don, President of Local 25. "I know that each and every one of our members are willing to donate anything they can—time, money or supplies—to help."

Teamsters General-Secretary Treasurer Tom Keegel summed up the response by the Teamsters.

"This has been one of the greatest humanitarian efforts I've seen in a long time—and it was the Teamsters out front once again," he said. "It's no surprise really—that's the core of our spirit. Every-one knows the Teamsters always deliver."

Delivering Hope

Joint Council 43 in Detroit put together a transportation team to deliver relief supplies by securing trailers from several local companies. Volunteer drivers headed out just days after the storm with nine truckloads of supplies. Three truckloads were dropped off in Mobile, Alabama and the rest went to Baton Rouge to be distributed to victims in the New Orleans area.

"It was an amazing experience to be

part of a grassroots effort to help those traumatized by the hurricane," said Mike Martin, a business agent from Local 337 in Detroit.

The volunteer drivers from Detroit saw miles of destruction, hundreds of smashed cars and trucks, houses flattened and even one house with a tree pierced right through it like a pencil through a tomato.

"We saw all that yet we didn't get within 20 miles of New Orleans where, by all accounts, the destruction was worse," Martin said. "Seeing that hell our fellow members were forced to deal with strengthened our resolve to come back again."

Heavy Losses

Casino workers in Biloxi and Gulfport recently organized by the Teamsters suffered some of the heaviest losses. With most of the casinos completely destroyed, jobs are almost nonexistent and many lost their homes and cars as well. The Teamsters have been working with organizers and representatives from UNITE HERE and Harrah's Casino to bring some relief to these newly union-ized workers. The workers are grateful for the help from the union.

"The help from the Teamsters proves

we made a good choice when we decided to organize," said LaWanda Powell, a reservations clerk at Harrah's. "The Teamsters are showing us a lot of love."

And despite the environment of destruction and devastation, hope is in the air.

"Nobody is walking around with their heads down," said Sidney Lawe, a bell-man at the Grand Casino in Gulfport. "It's just a matter of time before we're back on our feet. We'll be bigger and better than before."

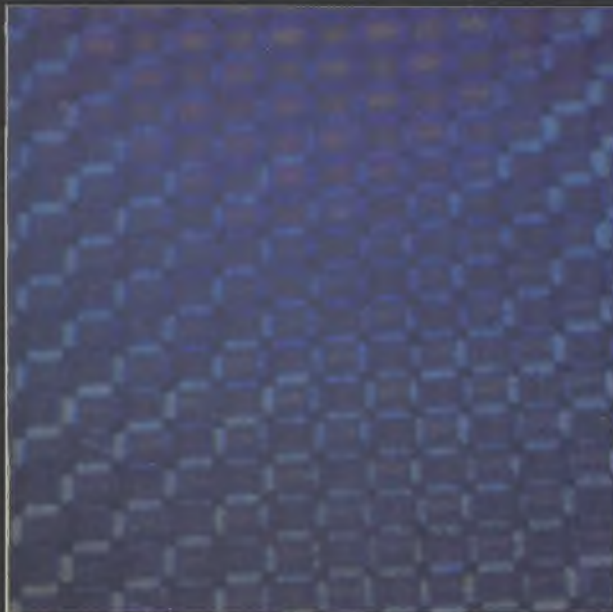
Choked Up

International Representatives Bill Moore and John Clancy have also worked long hours assisting the relief efforts.

"The devastation was unbelievable, block after block of ruins, whole condo parks wiped out," Moore said. "I thought I was tough and I thought the Teamsters with me were tough-skinned too. But meeting these members and their families who were left with nothing choked us all up."

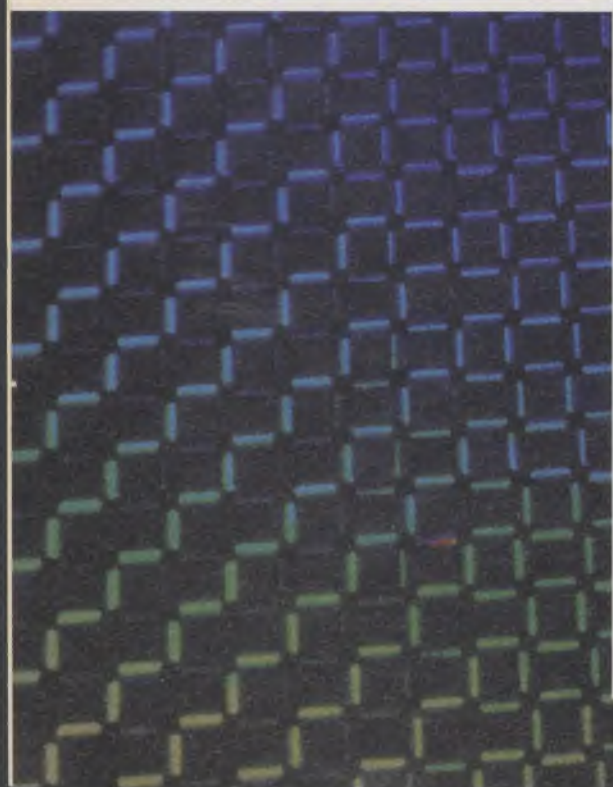
During one of the long days, Clancy took a ride along the Gulf Coast. What he saw was 30 miles of utter destruction.

"I thought, 'this looks like a war zone, but it's America,'" he said. "How can you not help after seeing that?"



Positive Developments At USF

Gains of Card-Check, Neutrality are a Big Win for Workers



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The Teamsters Freight Division has won a major agreement with USF Corporation that is resulting in jobs for laid-off Teamsters and union members at USF

Dugan, as well as improved organizing opportunities at the company's Holland, Bestway and Reddaway subsidiaries.

"This is great news for our freight members," said Jim Hoffa, Teamsters General President. "This agreement is providing jobs and will lead to more workers having a more secure future."

"This agreement is an effort by USF Corporation to create a better working relationship with the Teamsters," said Tyson Johnson, National Freight Director. "We hope this is just the beginning."

The agreement means hundreds of new Teamster jobs and a brighter future for workers like Joey Basco and his coworkers, who recently won recognition as Teamsters at USF Bestway in Shreveport, Louisiana.

"It's nice to have a human voice to talk to now," Basco said. "As Teamsters, somebody with our best interests in mind is available for us."

When Bestway took over Dugan in early July, workers were poised to lose some paid holidays and sick days. However, when the Teamsters won recognition, they got those benefits back.

Pension benefits have been boosted under the Teamsters, Basco said. Prior to becoming a Teamster, Basco said he was being forced to work on the docks when he arrived at the terminal in Jackson, Mississippi.

"The Teamsters resolved that issue right away, so that's no longer happening," Basco said. "Becoming a Teamster has been positive in so many ways."

Expedited Process

The agreement, finalized in late July, called for USF to open three new USF Holland terminals in Missouri—in Kansas City, Springfield and in Joplin. Any laid-off Teamster who had worked at companies under the National Master Freight Agreement (NMFA)—such as Consolidated Freightways—will have first dibs on the new jobs. Newly organized workers at USF Dugan—which USF recently closed—will then be considered.

"All the Dugan workers who voted to become Teamsters should be able to get a job with USF Holland or Bestway," Johnson said.

In fact, many members who had organized while working at Dugan are now working at Holland and Bestway. The expanded operations of the Holland and Bestway terminals have resulted in more than 200 new Teamster jobs.

In the expedited election process, the union presents the company with the majority of cards and within two weeks the non-NLRB election is held. After the union presents a majority of the cards, the company cannot talk to the employees about the campaign or wage an anti-union campaign.

Under the National Master Freight Agreement (NMFA), the expedited election process was created for Holland office and clerical workers, which recently resulted in 18 new Teamster office workers in Nashville represented by Local 480.

"In Nashville, the election went very smoothly, and there were no intimidation tactics by the employer," said David Mottern, Local 480 President.

Bestway Card-Check

Also under the agreement, card-check that exists in the Teamster USF Bestway contract covering Texas will be expanded throughout the Bestway system, which covers Southern, Southwestern and some Western states. The parties also recently negotiated a neutrality provision that will also apply throughout the Bestway system.

So far, the union has secured recognition for about 100 former Dugan workers at newly organized Bestway terminals. The terminals are in Oklahoma City, Ardmore and Tulsa, all in Oklahoma; Ft. Smith and Little Rock in Arkansas; and Shreveport and Baton Rouge, in Louisiana.

In addition, another 100 workers who had worked at Dugan are now working at other locations that had already been represented by the Teamsters. The net result is 200 more Teamster freight members at Bestway alone.

There's the potential that 500 additional workers will have a better chance of becoming Teamsters at Bestway. Card-check recognition allows locals to bypass

the typical election process, and neutrality prevents employers from waging anti-worker, anti-union campaigns.

Another important development involves health insurance. About 300 to 400 former Dugan workers who are now Bestway Teamsters were not required to wait three months to receive health insurance, as is standard, when they switched jobs. Instead, the union fought for these workers to receive health insurance right away.

The union also fought hard with USF and won so that the Teamster-organized Dugan workers are being rehired in order of seniority.

Reddaway Contract

Meanwhile, at Reddaway, freight Teamsters at that USF subsidiary ratified a new four-year contract recently that raises wages and benefits, boosts job security and contains other improvements. The contract was ratified by a 2-1 margin.

"In addition to providing increased wages and benefits, the contract calls for an expedited election process with neutrality for the unorganized terminals at USF Reddaway," Hoffa said. "This will help more USF Reddaway workers get a strong voice at work. It will benefit all the Teamsters who work at Reddaway."

"Our 650 members at USF Reddaway will benefit greatly from this contract," Johnson said.

There is a potential of more than 2,000 additional Reddaway workers joining the Teamsters.

Some Highlights

Reddaway contract highlights include:

- Full maintenance of benefits for employees without any cost to workers;
- A pay raise of 40 cents per hour in each of the four years of the contract;
- Increased job security;
- An expedited election process with neutrality for unorganized workers;
- Language that will guarantee more work for union employees; and
- The company will increase contributions to the OTEC/Washington union pension plans.

WORKING TOWARDS TOMORROW

>>> *Members Get Involved to Protect Pensions*

Three Teamsters, all at different points in their career at UPS, have different reasons for getting involved in the fight to save pensions. But they share a common goal: helping protect the pension system in the United States.

"I'm set to retire next year," said Glenn Goins, a Local 355 Teamster from Baltimore who has been working for UPS for 30 years. "I got involved to make sure Congress does its job of protecting our hard won pensions."

Goins and two of his coworkers recently met with their congressional representative in Washington, D.C. to discuss pension security in what is a growing trend in the Teamsters Union.

Members are getting involved and taking action in the fight to save defined benefit pension plans.

"I'm involved because Congress needs to give our pension funds the tools to deal with the impact of a bad stock market and low interest rates," said Janet Genovese, another Local 355 member with UPS in Baltimore. "Think what kind of results we would see if all our Teamster brothers and sisters worked together on this."

The Teamsters Union is providing many avenues for members to participate in the fight to protect pensions, whether it is visiting a member of Congress, attending meetings or simply signing a petition. Pension protection is needed now more than ever. And the more mem-

bers that get involved, the more successful the effort will be.

Pension Crisis

The impact of the nation's pension crisis on America's working families has been sweeping. Just ask pilots for United Airlines and US Airways, whose monthly pension benefits were cut in half when the airlines dumped their plans onto the federal government's Pension Benefit Guaranty Corporation (PBGC).

The pilots have no legal recourse to fight for the full pensions they were promised. Unfortunately, they are not alone. A staggering number of pension plans are defaulting, breaking the retirement dreams of workers across the country.

"I got involved to make sure Congress does its job of protecting our hard won pensions."

—GLENN GOINS

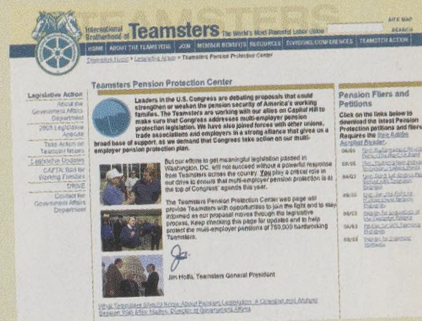


"I'm going to be working at UPS for 22-25 more years. I need my pension to be stable."

—MARC STEPHEN CRAIG

Tens of thousands of Teamsters have signed petitions urging Congress to act now on pension protection legislation. The petition is available from shop stewards and local officers, and online at:

Tens of thousands of Teamsters have signed petitions urging Congress to act now on pension protection legislation. The petition is available from shop stewards and local officers, and online at:



<http://www.teamster.org/action/political/pension.asp>

To confront this troubled retirement landscape, Teamsters across the country are mobilizing for pension protection legislation, demanding that Congress act to safeguard the retirement security of America's working families.

Meeting on the Hill

Rep. Ruppersberger commended the visiting Teamster members for coming to his office to talk about pension reform.

"I am the only person in my family that gets a pension and I have several years to go before I retire," Genovese said. "I follow the pension situation because it's better to be aware of what is going on than to be caught off guard like so many others."

"I'm involved because Congress needs to give our pension funds the tools to deal with the impact of a bad stock market and low interest rates."

The Teamsters Union has been working with a pension coalition that includes other unions, allies in Congress, employers and others. The coalition is working on Capitol Hill to make sure Congress passes favorable legislation that will provide relief to multi-employer pension plans and fend off the efforts of those who wish to undermine the defined benefit pension system.

"Legislation is being considered right now in the House and the Senate," said Mike Mathis, Director of Teamsters Government Affairs Department. "The Teamsters Union has not endorsed these pension bills because they fall short of the protections and the relief needed for multi-employer plans."

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IRS Grants Relief

The federal government is taking action to help protect the Central States Southeast and Southwest Areas Pension Fund from the pension crisis affecting plans across the country.

The IRS has accepted Central State's application for actuarial methodology changes that will help the fund achieve financial stability. The decision was based in large part on recent actions by Teamsters, trustees and some employers to reallocate funds, which the IRS noted dealt responsibly with the funding problem.

"This is a major achievement for the pension fund because the amortization extension should allow Central States to meet the government's minimum funding standards into the foreseeable future," said Tom Nyhan, Executive Director of Central States.

The IRS is allowing the plan to extend the period for amortization by 10 years. The reallocation of previously negotiated fringe benefit contribution increases for 2004 and 2005 resulted in an additional \$200 million per year for the fund.

"In exercising its discretion to grant the fund's request, the IRS recognized the significance of actions already taken by Teamsters, the trustees and various contributing employers to deal responsibly with the funding problem," Nyhan said. "Without such actions it is unlikely that the IRS would have granted the requested relief."

a positive sign that Congress finally appears to be willing to address the problems facing multi-employer plans.

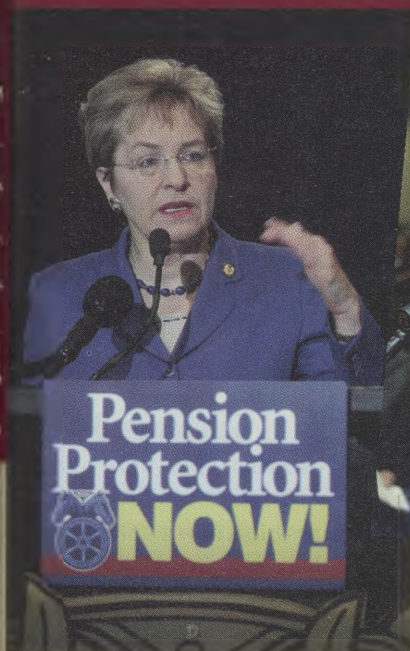
"We've had Teamster officials at the International and local level involved in this fight, but getting the rank and file to talk with their representatives at the state and national level has been highly effective," Mathis said. "Getting members involved in lobbying has been incredibly helpful in getting members of Congress to see this issue through the eyes of their constituents."

Members Turn Out

While many Teamsters are covered by a multi-employer pension fund, the majority of working Americans don't even have a pension. Only 44 percent have an employer-sponsored pension, while more than 70 million Americans rely completely on their savings and Social Security checks for their retirement income.

Teamster locals across the country have organized pension meetings, educating and informing members about the national crisis and uniting them behind the massive effort to fight for real retirement security and pension protection.

Thousands of members have turned out in Louisville, Kentucky; Memphis, Tennessee; Toledo, Ohio; and other locations to get the facts about the crisis that is affecting



Coalition Partners

The Teamsters Union has been working with a broad coalition in Congress to protect Teamster pensions. This group, called the Multi-Employer Pension Protection Coalition, includes more than a dozen other unions, trade associations and employers, including:

- Laborers International Union of North America
- United Food and Commercial Workers Union
- International Union of Operating Engineers
- United Brotherhood of Carpenters and Joiners of America
- Sheet Metal Workers International Association
- International Association of Iron Workers
- United Associated of Plumbers and Pipefitters
- American Federation of Musicians
- American Federation of Television and Radio Artists
- Building and Construction Trades Department, AFL-CIO
- National Coordinating Committee for Multi-Employer Pensions
- Recording Industry Association of North America
- United Parcel Service
- Motion Picture Association of America
- Sheet Metal and Air Conditioning Contractors' National Association
- National Electrical Contractors Association
- Food Marketing Institute
- American Trucking Association
- Yellow Roadway Corporation
- Bechtel Construction Company

thousands of plans in all industries. More pension meetings are planned this fall.

Some locals have unanimously adopted a resolution supporting the push for pension protection legislation in Congress. Teamsters are demanding that lawmakers step in and provide additional financial tools and funding flexibility to help pensions recover from the stock market slump of the past few years.

Hoffa and Teamsters from across the country have been meeting with key members of Congress, both Democrat and Republican, to devise a strategy for moving positive legislation forward.

Many influential politicians are already on board with the Teamster plan. Rep. George Miller (D-CA) is the leading Democrat on pension issues in the House of Representatives. He has stated that the multi-employer pension provision "gives employers and employees in multi-employer plans the tools to strengthen and protect the financial integrity of their plans" and that "the multi-employer provisions were the result of a carefully considered compromise by labor and employer groups affected by its provisions."

Helping Out

At every level, rank-and-file Teamsters are mobilizing and the effects are being felt from coast to coast.

"The Teamsters have a tradition of taking action on important issues for the past

hundred years. One of the biggest issues facing working Americans right now is pensions," said Terry McBurney, a retired Teamster in Salina, Kansas. "I'm thrilled to have been given the opportunity to get involved."

McBurney is one of more than 100,000 people to have signed a Teamster petition asking Congress to protect multi-employer pensions.

"We can't just expect the union to do everything. We have to help out," said Floyd Phelps, a Yellow Roadway driver in Jackson, Mississippi.

"I've been working hard my entire life and I have been keeping track of my pension the entire time," said Jim Figgs, a UPS driver in Topeka, Kansas. "All my hard work can't be for nothing. When I read in the newspaper or on the Teamster web site that politicians are helping some pension plans but not others, I get mad. Everyone deserves dignity and respect on the job but we also deserve dignity and respect in our retirement."

"It is not enough for just our union to be involved. Rank-and-file members like me have to join in," said Regina Goodwin, a Local 891 member in Jackson, Mississippi who works for Yellow Freight. "A union's strength comes from its members and if we don't speak up on an issue as important as pension reform then we can't complain when politicians let the system erode."

'Enough is Enough'

Mrs. Baird's Workers Seek Guarantees in Writing

After the company repeatedly took away benefits without giving them any say, employees of Mrs. Baird's bread plant in Abilene, Texas said "enough is enough."

"It was just one thing after another," said Justin Gregory, a shipping department employee. "We finally had enough."

Gregory and his 39 coworkers

stood up to Mrs. Baird's management by voting to join Local 745 in Dallas.

"We're tired of all the changes the company has made that affect our lives," said Pat Copeland, a driver who has worked at the plant since 1992. "Now we'll have a say."

For example, Gregory said, the company used to pay for their uniforms, but no longer.

Last Straw

"The final straw for the workers was when the company ended the pension plan and replaced it with a 401(k) plan,"

said Kris Taylor, an organizer and business agent for Local 745. "Their main goal is to have a contract so that their rights are in writing. They know what it is to have things taken away year after year."

"I'm looking to have things in writing so we can protect our retirement, get fair pay and better job security," Copeland said. "We also need to stop favoritism. Right now, supervisors favor their friends over other workers."

Mrs. Baird's was founded nearly a century ago in Fort Worth as a small home busi-

ness. It is now a unit of Bimbo Bakeries USA Inc. Since Bimbo took over, conditions have gotten more difficult for workers, Taylor said.

A Big Difference

This past spring, the company successfully delayed the representation election on the eve of the election date. That could have demoralized workers and caused some to give up. But Taylor said this group was far different.

"These workers remained united and they persevered," Taylor said of the successful follow-up election.

Gregory, who has worked at Mrs. Baird's for six years, said he's looking forward to big changes at the plant. "Right now the company's attitude is, 'if you don't like it, you can quit.'"

"With our union, we will have a say about the company's policies. It's going to make a big difference," he said.

"With our union, we will have a say about the company's policies. It's going to make a big difference,"

JUSTIN GREGORY, LOCAL 745



"These workers remained united and they persevered."

KRIS TAYLOR, LOCAL 745

LOCAL 673

Abitibi-Consolidated

Seven front-end loader drivers at Abitibi-Consolidated in Saint Charles, Illinois voted 6-1 to join Local 673.

"Driver Joseph Gleason was one of the key forces in this organizing campaign," said Santiago Perez Jr., an organizer for Local 673 in West Chicago. "He was very outspoken in the company's anti-union meetings and kept the group together with his motivating words."

The workers are part of the Chicago team for the company's paper retriever program, which serves schools, churches and nonprofit organizations in the metro area.

GCC/IBT LOCAL 582M

Standard Register

Workers at Standard Register in Salisbury, Maryland voted to join GCC/IBT Local 582M in Baltimore. The 118 workers print business forms for a variety of financial institutions and companies, including UPS.

Frustrated by empty promises from the company and proposed changes to their benefits, the workers approached the union this past spring. Promises of raises had fallen by the wayside, and any "merit" increases given were based on favoritism. Also, Standard Register had provided no solid informa-

tion on the pension plan and was talking of raising health care costs.

LOCAL 117

First Student

Local 117 in Seattle welcomed 21 new members when school bus drivers in Steilacoom, Washington voted to join the union.

The drivers, employed by First Student Inc., approached Local 117 after becoming increasingly frustrated with the lack of respect and unfair policies from the company.

Once the three-month organizing drive began, a core group of workers—led by veteran driver Maria Sparks—met weekly for updates on the progress of the campaign and to discuss their concerns. The drivers felt the union would give them the strength needed to get improved benefits, fair treatment and a voice in the workplace.

GCC/IBT LOCAL 432M

San Diego Union-Tribune

Packaging department workers at the *San Diego Union-Tribune* voted to join Local 432M of the Graphics Communications Conference, also located in San Diego. More than 175 workers participated in the election, which was supervised by the National Labor Relations Board.

This was the second election for the unit. The NLRB

invalidated an election held last August after charges were made claiming workers had been intimidated into voting against the union. The workers are pleased with the outcome of the election and look forward to the benefits of union membership.

The packaging workers are the second unit to choose representation by the GCC/IBT at the newspaper, joining 145 members who work in the *Union-Tribune's* pressroom.

LOCAL 170

Aggregate Industries

Despite the best efforts of their redi-mix concrete employer, a majority of 18 drivers at Aggregate Industries in Littleton, Massachusetts recently voted to join Local 170.

Jim Fiori, a business agent at the Worcester, Massachusetts local, held a two-and-a-half-hour meeting with the drivers a few months before the election, and a couple of weeks later, the drivers signed cards to indicate they wanted to become Teamsters.

"The company tried real hard to discourage the group by holding the usual anti-union meetings," Fiori said.

LOCAL 179

T&W Trucking

Ten truck drivers for T&W Trucking in Naperville, Illinois unanimously voted to join Local 179.

Although the company's owners tried to disrupt the organizing process through anti-union activities, the workers held their ground in their pursuit to become Teamsters.

"This victory is important because the company is very anti-union," said Rich Gierut, Organizer for Local 179 in Joliet, Illinois. "These drivers really stood up to the company owner's anti-union messages."

LOCAL 179

TSC Container Freight

Twelve spotter loaders at the TSC Container Freight facility in Elwood, Illinois overwhelmingly voted to join Local 179. The workers bring trailers into the loading site, load the trailers with bulk agricultural products, and haul the products to a shipping facility. The products are then shipped overseas.

"Currently, these employees don't have a pension, and that is a huge concern for them," said Rich Gierut, an organizer for Local 179 in Joliet, Illinois.

Affordable health insurance is another big issue for the spotter loaders.

"The company offered them health insurance, but the costs were so expensive that it would literally take an employee's entire paycheck to cover it," Gierut said. "We hope to get the drivers a good contract that will give them the affordable health and welfare benefits that they deserve."

Concrete



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LOCAL 282 MEMBERS STRIKE FOR BETTER ECONOMIC PACKAGES



Matt Richardson, a 21-year Teamster driver and Local 282 member, has been through strikes before. There's never a good time to be walking a picket line, but this summer he was facing a life-changing event: Richardson's wife was pregnant with their second child and approaching her due date.

Richardson has spent his entire career at Seville Central Mix, and as negotiations went on he hoped for an agreement on the economic issues standing in the way of a good contract. It soon became clear that agreement was not to be reached.

"It was kind of disappointing," Richardson said. "We didn't think we were going to be on strike, and then all of a sudden, there we were."

After failing to reach an agreement,

approximately 1,200 members of Local 282 in Lake Success, New York walked off the job. Earlier that day, the members—600 redi-mix drivers who work for the New York City Concrete Producers in Manhattan, 500 excavators who work for the Long Island Contractor's Association, and 100 excavators who work for employers in the Nassau and Suffolk County, New York, redi-mix, sand and gravel industry—gathered in three separate meetings at the union hall. In each of the meetings, the respective workers voted unanimously to go on strike if the negotiating committees couldn't come to terms on their contracts.

At the end of the day, the Local 282 Executive Board exercised its right to strike and the workers manned the

picket lines. Richardson said he was prepared to receive a call at any time on the picket line telling him his wife was giving birth to the baby.

"I told my wife we were going to name the baby 'Strike,'" he said. "That didn't go over so well."

Standing Together

The 600 drivers in Manhattan successfully returned to work after four days. The 500 excavators on Long Island reached a contract agreement after two weeks. And the final group, the 100 excavators in Nassau and Suffolk Counties, remained on strike for four weeks before reaching a strong agreement.

Phil Bekmessian, a 15-year Teamster redi-mix driver and steward at Empire



Fueling Solidarity

Local 553 Members Also Walk Picket Lines

As Local 282's members walked the line in the New York region, Teamsters at Allied Aviation Services also spent 33 days on strike. The Local 553 members, who refuel airplanes and work in fuel maintenance at John F. Kennedy International Airport (JFK), walked off the job and overwhelmingly ratified a strong new three-year agreement a month later.

"We were able to protect our members from paying high medical and dental premiums," said Demos Demopoulos, Secretary-Treasurer of Local 533 in New York City. "And we obtained the largest wage increase we've had in the last 15 years, in addition to a pension increase."

A Great Contract

"To have accepted the company's unreasonable contract offer would have been like paying Allied to keep our jobs," said Frank Friday, a 28-year Teamster. "We couldn't have afforded a decent living with the pay cuts we'd have had to take."

Gary LaBarbera, who also serves as President of Joint Council 16 in New York, praised Demopoulos and his members for their endurance during the strike and the successful outcome.

"Demos did a great job," LaBarbera said. "His members stood strong and they got a great contract."

Transit Mix, served on the negotiation committee that met with the company. He said over the course of several meetings, the two sides could not reach an agreement.

"Everybody just stood firm together," Bekmessian said. "They were battling back and forth, and it just got to the point where it was obvious it wasn't going to be settled."

Gary LaBarbera, Local 282 President, said he and the negotiation committees refused to back down on the economic issues.

"New York is very expensive," he said. "You have to make good wages to live a middle class life. We want our members to live the American dream and we didn't want to let them down."

No Givebacks or Concessions

Dominick Marrocco, a Local 282 business agent, said the negotiating committees worked seven days a week to get back to the negotiating table and hammer out good agreements once the strike was under way. The agreements that brought the members back to work included no givebacks or concessions.

LaBarbera called the agreement with the New York City Concrete Producers Association "a home run." Highlights included:

- Wage increases of \$5.50 per hour over the course of the three-year contract; and
- Guaranteed eight-hour pension and welfare contributions if the member

works at all in a given workday.

LaBarbera said the New York City Building Trades provided great support to the strikers in Manhattan and the strike essentially shut down the construction industry in the city. That led to the swiftest agreement of the three.

"There's concrete in every building in Manhattan," LaBarbera said. "All that concrete was delivered by Teamsters. They put every inch down."

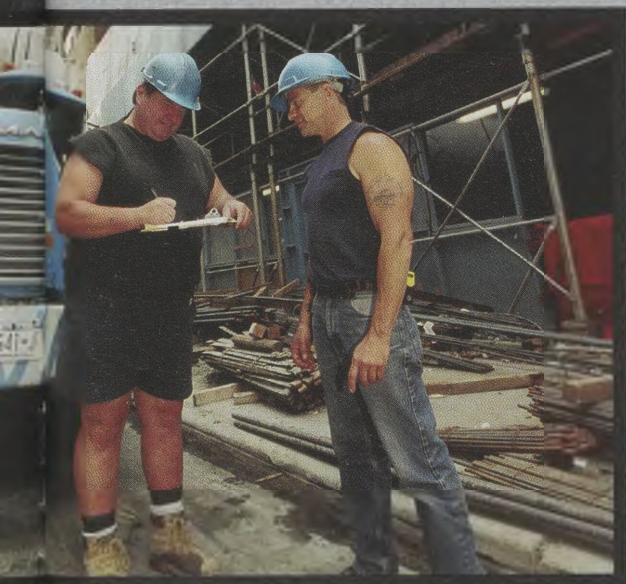
Success Story

Although the other two agreements took longer to achieve, the members and leadership were equally happy with them. All three of the agreements were passed nearly unanimously. The agreement with the Long Island Contractor's Association included the following highlights:

- Wage increases of \$6.88 per hour over the course of the three-year contract;
- An increase to a 25 percent night pay differential from a 5 percent differential; and

"You have to make good wages to live a middle class life. We want our members to live the American dream and we didn't want to let them down."

— GARY LABARBERA, LOCAL 282 PRESIDENT



■ A total economic package (including overtime and the night pay differential) of more than \$60 per hour.

The employers in Nassau and Suffolk Counties adopted the same agreement adopted by the New York City Concrete Producers Association.

"It's a success story," LaBarbera said. "Our members work hard and deserve every penny of it."

100 Percent Solidarity

Many of the workers had experienced a strike before. In 1993, Local 282 members in the redi-mix and heavy construction industry struck for anywhere between a week and nine weeks, depending on which contract covered them.

"This was a lot tougher financially and mentally," Richardson said. "It was a little tense at times."

"It's a tough thing to go on strike," Bekmessian said. "It's easy to go out, but coming back is hard. We all knew we couldn't give back anything that they were

asking for, and we weren't asking for anything crazy."

Briggs Houston, a 14-year Teamster driver who is a steward at Asplundh Construction, said the membership realized a strike was the only tool they had to achieve success, even if there were difficult days along the way.

"When it was all done and over with, it was obvious it was the only way we could get what we were looking for," Houston said. "The solidarity was great this time. The membership stuck together."

"Everyone was 100 percent behind each other," Bekmessian said. "It takes a lot to go out on strike when you have a mortgage payment. It was nice to see every man showing up on the picket lines."

Great Support

The local's leadership stood behind the members.

"If you're willing to strike, we'll back

you up," Marrocco said. "They know that now more than ever."

LaBarbera said the members of the local union's executive board spent significant amounts of time on the picket lines, walking alongside the members to show solidarity.

"When the members and the leadership of a local union work together, there's success," LaBarbera said. "At the contract ratification meetings, the members showed great support for the leadership, including the negotiating committee members."

"The leadership of the local was excellent," Richardson said. "All the business agents and the Executive Board members, they all found work for the guys when they needed it. And I can't say enough about Gary [LaBarbera]—he's a tough negotiator. He knows how to bargain and he did a great job. I've been on the negotiating committee for three or four contracts and he's the best I've ever seen."

ATTENTION ALL TEAMSTERS!

Article VII, Section 10 of the *Rules for the 2005-2006 IBT International Union Delegate and Officer Election* (the "2006 Rules") permits accredited candidates for International office to have campaign literature of their choice published in the *Teamster* magazine. The purpose of this rule is to promote fair, honest and open union elections.

To have material published in this issue of the *Teamster*, a candidate had to submit petitions to the Office of the Election Supervisor, and receive accreditation by September 30, 2005. The 2006 Rules specifies the amount of space allotted to each International officer candidate.

To become an accredited candidate for International office, an otherwise eligible member must obtain signatures on petitions of at least 2.5% of the IBT membership eligible to vote for that office. On June 15, 2005, the Election Supervisor announced that a candidate for union-wide International office would need a minimum of 35,802 signatures to become an accredited candidate (this notice, and an Advisory on the Accreditation process, are available from www.ibtvote.org). As of September 30, 2005, two candidates have submitted petitions and been certified by the Election Supervisor as accredited candidates for union-wide International office. Candidates may still submit accreditation petitions, and the Election Supervisor may accredit candidates through December 15, 2005. Accredited candidates have the right to publish campaign literature in the February 2006 *Teamster* in addition to this issue. Nominated candidates have the right to publish campaign literature in the August 2006, September 2006, and October 2006 *Teamster* magazine.

The ideas expressed in these materials are solely those of the accredited candidates. They do not reflect, in any way, the views of the IBT, any affiliated Unions, or the Election Supervisor. Nor did the IBT or the Election Supervisor alter any of these candidate materials. They come directly from the accredited candidates to the Teamster membership.

Richard W. Mark
Election Supervisor



Dear Fellow Teamsters:

For the past six years, you have entrusted the Hoffa-Keegel team with the honor of leading your Union. We have done so with the utmost respect for each of our union's 1.4 million members.

We have made significant progress in meeting our goals of negotiating stronger contracts, organizing new members, building Teamsters' strength and power, and creating a better nation for all working families.

Our determination to restore the financial strength of the union – including the creation of a real Strike and Defense Fund and a powerful Organizing Fund – has brought our union's assets to more than \$120 million.

Our commitment to growing the union has brought three International Unions into our ranks – the Brotherhood of Locomotive Engineers, the Brotherhood of Maintenance of Way Employees and the Graphic Communications International Union. Further, our dedicated Organizing Fund has allowed us to grow our capacity and organize on a scale never seen before in our union with major campaigns at DHL, CINTAS, law enforcement, the waste industry and the school bus industry, among others.

And this is just the beginning. We are leading the reform of the labor movement. By leaving the AFL-CIO and forming the Change to Win Coalition, we are leading the way in stopping labor's years of decline.

And no one is fighting harder to defend your wages, benefits and jobs from the anti-union forces in Washington, D.C. and corporate boardrooms.

Now we are approaching our union's next democratic election of officers. Again, we ask for your support in our continuing fight to grow and strengthen the Teamsters Union.

Together we can build a greater future for our members and generations to come.

Fraternally,

James P. Hoffa,
General President

C. Thomas Keegel,
General Secretary-Treasurer

***For more information on our campaign and
how you can get involved, go to www.hoffa2006.com.***



HOFFA 2006

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I want to help re-elect the Hoffa 2006 team!

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***Go to www.Hoffa2006.com to learn
more about how you can help.***

Mail to: Hoffa-Keegel 2006, PO Box 77131, Washington, DC 20013-7131



CUT HERE

REPORT 89 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Benjamin R. Civiletti

Joseph E. diGenova

William H. Webster

DATED: September 6, 2005

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eighty-ninth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including a new Investigative Report and the status of pending charges about which we have previously informed you. We will also discuss the status of two Information Reports which do not contain charges but were issued to the IBT as a means of providing information on irregularities requiring action by the IBT.

II. NEW INVESTIGATIVE REPORT

SERGIO SALCEDO-LOCAL 714, BERWYN, ILLINOIS

On August 10, 2005, the IRB issued an Investigative Report to the Local 714 Executive Board concerning member Sergio Salcedo. The Report recommended that Mr. Salcedo be charged with failing to appear for his scheduled in-person sworn examination. Counsel to Local 714 notified the IRB that the charge would be filed and a hearing would be scheduled.

III. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES-LOCAL 78, HAYWARD, CALIFORNIA

In the last issue of the *Teamster* magazine we informed you that on July 14, 2005, the IRB issued an Investigative Report to General President Hoffa concerning International Representative and Local 78 President John Kikes. The Report recommended that Mr. Kikes be charged with bringing reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. On July 29, 2005, Mr. Hoffa decided to accept and file the charges against Mr. Kikes. He then appointed a hearing panel and scheduled a hearing for September 15 and 16, 2005.

B. JOSEPH L. BERNSTEIN-LOCAL 781, DES PLAINES, ILLINOIS

We have previously informed you that Local 781 Presi-

dent and Joint Council 25 Vice President Joseph L. Bernstein allegedly brought reproach upon the IBT and violated his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. The IBT hearing panel found Mr. Bernstein guilty as charged. General President Hoffa adopted the hearing panel's recommendation and prohibited Mr. Bernstein from ever reclaiming membership in the IBT or participating in the affairs of any IBT affiliates but he was not prohibited from contact and association with IBT officers, members, employees, representatives and agents with respect to matters that do not involve union business.

The IRB notified Mr. Hoffa that given Mr. Bernstein's conduct the IRB found the sanction imposed upon him inadequate. Mr. Hoffa's response was that he was standing by his original decision. The matter is with the IRB for a decision.

IV. INFORMATION REPORTS

A. LOCAL 445 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

We have previously informed you that in April 2004 the IRB issued a non-charge Report to IBT General Counsel Patrick Szymanski concerning the allocation of Local expenses to the Local's Benefit Funds. For years, despite the IBT's directives that cost sharing agreements be well documented, the Union Trustees, who are Local officers and employees, permitted the Benefit Funds to reimburse the Local for expenses that were unsubstantiated by any written documentation. The evidence indicated that the Trustees breached their fiduciary duties to the Funds in permitting unjustified payments to the Local.

Local 445 implemented a revised cost-sharing agreement which is being administered by an independent accountant. The issue remaining to be resolved concerns the amount of the reimbursements from Local 445 to the various trust funds.

B. LOCAL 727 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

In the last issue of the *Teamster* magazine we informed you that the IRB issued a non-charge Report to IBT General Counsel Szymanski concerning the cost sharing arrangement among the Local and the three Benefit Funds. As part of this arrangement, the Local received approximately \$4.1 million from the three Funds between January 2001 and December 2004. There was insufficient reliable evidence that these transfers from the Funds to the Local were justified by services the Local and its employees performed on behalf of the Funds.

Local 727 agreed to implement a new cost-sharing procedure that will be drafted by the IBT and will include the

requirement that accurate records of the actual time spent on work performed for the various Local 727 funds be completed periodically and that the process be administered by a completely independent accountant.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 80 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VI. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

88 CIV. 4486 (LAP)

MEMORANDUM AND ORDER

UNITED STATES OF AMERICA,
Plaintiff,

—v.—

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
APPLICATION 113: Carlow Scalf
Defendant.

LORETTA A. PRESKA, United States District Judge:

By Application 113, the Independent Review Board ("IRB") submitted a compromise agreement reached between the IRB and International Brotherhood of Teamsters ("IBT") member Carlow Scalf, then serving as Executive Assistant to General President Hoffa of the IBT. Application 113 disclosed that after various records had been required from Scalf concerning housing and car allowances for IBT employees and after the IRB learned that Scalf from about March 2001 through January 2004 caused the IBT to pay over \$65,000 in housing expenses on his behalf when he did not have a principal place of residence out of state as the General Executive Board approval for his housing expenses required, Scalf reimbursed \$69,500 to the IBT. It also disclosed that after the IRB informed Scalf that it planned to recommend a charge against him for providing inaccurate or incomplete information on residence forms he submitted to the IBT, Scalf signed the compromise agreement resolving the matter principally by the repayment and a 60-day suspension from the IBT.

By letter dated January 14, 2005, Teamsters for a Democratic Union ("TDU") objected to the compromise agreement, raising various procedural issues and arguing on the merits that a more severe sanction was required. By letter dated March 11, 2005, the IBT informed the IRB that General President Hoffa had rescinded Scalf's appointment as his Executive Assistant, and, accordingly, Mr. Scalf's employment with the IBT terminated effective March 12, 2005. Mr. Scalf, the IBT and the Government have also submitted letter briefs with respect to Application 113.

First, the TDU lacks standing to object to Application 113. TDU is "a caucus of rank-and-file IBT members concerned about corruption, lack of leadership, accountability to the membership, undemocratic procedures, unfair, ineffective and even ill-intentional bargaining and grievance adjustment strategies within the Union." *United*

States v. IBT (TDU/TRF), 968 F.2d 1506, 1508 (2d Cir. 1992) (internal quotations omitted). As a nonparty to the Consent Decree and nonparty to the IRB's disciplinary proceeding against Scalf, TDU lacks standing to object to a disciplinary application of the IRB. *See, e.g., United States v. IBT*, 138 F.2d 50, 51 (S.D.N.Y. 1991).

Second, even if TDU had standing to object to Application 113, there is no procedural impediment to the Application. Nothing in the IRB Rules precludes the IRB from entering into compromise agreements before an investigation is completed or requires the IRB to recommend formal charges to the IBT before submitting a compromise agreement to the Court for approval. Indeed, under the IRB Rules, the IRB is obligated to prepare an Investigative Report only "[u]pon completion of an investigation." IRB Rules ¶I(1). If, as TDU argues, a report were required whenever the IRB had merely commenced an investigation, the IRB would be required to prepare a full report, regardless of whether or not an investigation uncovered any misconduct—a grossly inefficient waste of resources. There is nothing in the IRB Rules that precludes presentation of a compromise agreement at this stage of the proceedings.

Finally, there is no merit to TDU's argument that Application 113 should be rejected because the sanction is too lenient. "[I]t is well established that sanctions given in other cases are not relevant to the Court's inquiry as to whether a particular sanction is unwarranted or without justification." *United States v. IBT (Bane)*, 2002 WL 654128, at *16 (S.D.N.Y. Apr. 18, 2002), *aff'd*, (2d Cir. Mar. 13, 2003); *accord United States v. IBT ("Giacumbo")*, 170 F.3d 136, 144 (2d Cir. 1999) ("Uneven application of sanctions does not normally render the sanction imposed in a particular case arbitrary or capricious."); *United States v. IBT (Sansone)*, 981 F.2d 1362, 1371-72 (2d Cir. 1992) ("The apparent discrepancy between the penalty imposed here and those imposed in other cases does not inexorably compel the conclusion that the Independent Administrator acted arbitrarily or capriciously."). Similarly, that 1) Scalf was, at the time the compromise agreement was entered into, a high ranking official of the IBT, 2) the sanction agreed to was a relatively lenient one, and 3) the IRB did not expressly articulate that it took Scalf's position into account in fashioning a sanction does not cast doubt on the agreement. As the Court recognized in a related context, "the IRB's failure expressly to discuss a particular factor in its decision does not necessarily mean that the IRB failed to consider that factor. *See* Transcript of Proceedings, *United States v. IBT (Crawley)*, 88 Civ. 4486, at 7 (S.D.N.Y. Jan. 13, 2005) ("In sum, I disagree with Mr. Crawley's legal argument that evidence not discussed by the IRB must be found not to have been considered by the IRB.") In this case, the IRB's application, on its face, plainly

identifies Scalf as "the Executive Assistant to the IBT General President in Washington, DC." It may well be that, in the IRB's view, its decision to impose any sanction at all—rather than simply close its investigation without charges—reflected a desire to hold Scalf accountable precisely because he is a high-level official of the Union. For present purposes, it is sufficient that TDU has not established that the IRB failed to take Scalf's high-level position into account when considering its choice of sanction.

Moving to the merits, the Court recognizes its obligation to consider the application in a "careful, thorough and probing" manner. 170 F.3d 143 (citing *Ward v. Brown*, 22 F.3d 516, 521 (2d Cir. 1994)). In reviewing whether the sanction imposed here serves the remedial purposes of the Consent Decree, the Court nevertheless applies a deferential standard of review: "The IRB has 'wide discretion' in imposing sanctions." *United States v. IBT (O'Donnell)*, 29 Fed. Appx. 685, 688 (2d Cir. Feb. 12, 2002) (quoting *Giacumbo*, 170 F.3d at 144). In reviewing IRB sanctions, the Court asks only whether a sanction imposed represents an "allowable judgment" in the choice of a remedy. *United States v. IBT (Wilson, Dickens, Weber)*, 978 F.2d 68, 73 (2d Cir. 1992) (citation omitted). "[T]he reviewing court should not overturn the... choice of sanctions unless it finds the penalty unwarranted in law or without justification in fact." *Simpson*, 120 F.3d at 348 (citing *Wilson, Dickens, Weber*, 978 F.2d at 73).

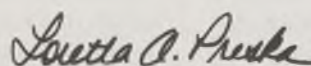
Applying these recognized standards, the sanction reflected in Application 113 serves the remedial purposes of the Consent Decree. The Court also notes that, as set forth above, since the compromise agreement reflected in Application 113 was reached, Mr. Scalf's employment at the IBT has also been terminated. Accordingly, he has suffered an additional punishment on account of the conduct reflected in Application 113.

CONCLUSION

Application 113 is granted.

SO ORDERED.

Dated: New York, New York
July 8, 2005



LORETTA A. PRESKA, U.S.D.J.



Horse Power

**MISSOURI TEAMSTER
PAYS HOMAGE TO
TEAMSTERS OF OLD**

hawn Gordon represents the Teamsters Union of the past and the present.

As a Roadway Express Driver out of Local 245 in Springfield, Missouri, Gordon represents the union in its present form. But as a driver of a team of horses in area parades, Gordon proudly represents Teamsters of a bygone era.

"My wife and I have had horses for years and recently started getting into draft horses," Gordon said. "We started a small carriage company here in Springfield and started doing local parades and events to represent the Teamsters."

Early Teamsters drove not motorized vehicles but teams of horses hitched to wagons to transport goods. Gordon has been driving a team of horses in Labor Day parades in Missouri for years and, in 2004, was in the Kansas City Royal Parade.

This year, Gordon took part in the Labor Day parade in Omaha, Nebraska.

"I don't just want to do these events on Labor Day, though," Gordon said. "I feel that the more positive exposure we get, the better. There are so many events nationwide worth attending in order to raise the profile of the Teamsters Union."

Proud History

Gordon isn't just interested in raising the profile of the union, though he said so many people comment on how much they enjoy seeing him in parades and at other events. He is also interested in the union's history.

"I've only been in the union for 11 years but I'm from a union family," he said. "My great grandfather was one of the original Teamsters. He would take his

wagon full of coal to the steam boats in New York City."

He got interested in draft horses in Teamster history on a tour of the Anheuser-Busch plant—also a Teamster stronghold. "After that, my wife and I got a draft horse," he said. "Now, we have six."

Gordon's vision is to establish a traveling draft horse hitch to represent the Teamsters Union and reflect the heritage of the union.

"I would like to use the past to influence the future," he said. "I feel that by promoting our union in a positive manner like this, it will draw the attention of people that normally would not notice one of the Teamster trucks. And, obviously, it represents the heritage of everyone in the union."

For more information, visit teamstershitch.com

ELECTION SUPERVISOR'S REPORT

LOCAL UNIONS SUBMIT PLANS FOR DELEGATE ELECTIONS IN 2006

REMINDER ABOUT NOMINATION PROCEDURES

ELECTION SUPERVISOR CERTIFIES TWO ACCREDITED CANDIDATES

ELECTION SUPERVISOR OUTREACH TO IBT GRAPHIC COMMUNICATIONS CONFERENCE AND IBT RAIL CONFERENCE

Local Union Plans Teamster local unions have submitted local union plans for the nomination of delegates and alternate delegates to the 27th International Convention in June 2006. The Office of the Election Supervisor has approved more than 200 plans to date, and the process will continue until every IBT Local Union, System Federation, and General Committee of Adjustment has an election plan in place. A list of approved delegate elections is posted at www.ibtvote.org. The list is organized by local union number and shows the date, time and place of nomination meetings, the ballot mailing date and the date time and place of ballot counting for every delegate election. The list is updated as plans are approved.

Check the schedule so you can know when to expect to receive the nomination notice for your local in the mail. If you want to attend the meeting, the nomination notice will state the date and location of your local's nomination meeting. That information will also be available on the master schedule posted on the Election Supervisor's website. The master schedule on the Election Supervisor's website will also state, after each nomination meeting happens, whether your local will have a contested election for delegate. The regular period for delegate elections ends on April 30, 2006. If you have not received a notice of a nomination meeting by mid-February, contact your local union.

Reminder – Written Nominations The 2006 Rules freely allow IBT members to submit written nominations, written seconds, and acceptances for delegate or alternate delegate candidates without any requirement to attend the nomination meeting. Read Article II, § 5 of the 2006 Rules for specific instructions on the information you must include on the written nomination or second, and on the procedures a candidate must follow to accept a nomination in writing.

Read your nomination meeting notice to find out the deadline for submitting written nominations and seconds. In general, a written nomination or second must be received by the local union's secretary-treasurer "no later than 5 p.m. of the day immediately prior to the day of the relevant nomination meeting." 2006 Rules, Article III, § 5(f). A candidate's written acceptance must be presented at the nomination meeting "no later than the time the member is nominated." 2006 Rules, Article III, § 5(g). A written nomination, second or acceptance can be delivered in person, by mail, by express delivery service, or by fax transmission. It is the responsibility of the nominator, seconder, or candidate to be sure that the document is received by the local secretary treasurer in advance of the prescribed deadline.

Certification of Accredited Candidates On September 13, 2005, the Office of the Election Supervisor certified James P. Hoffa as an accredited candidate for the union-wide office of IBT General President, and certified C. Thomas Keegel as an accredited candidate for the union-wide office of IBT General Secretary-Treasurer. Under Article VII, § 10 of the 2006 Rules, an eligible member seeking accreditation as a candidate for union-wide office was required to submit to the Office of the Election Supervisor a minimum of 35,802 valid petition signatures. The Election Supervisor determined that petitions submitted for Mr. Hoffa and Mr. Keegel contained more than the required minimum number of valid signatures.

Training Sessions for the GCC and the Rail Conference IBT members in the Graphic Communication Conference and the Rail Conference are participating in the delegate election process for the first time. The Election Supervisor has conducted training to teach officers of Local Unions, System Federations, and General Committees of Adjustment about conducting delegate elections, and has adapted some provisions of the plan for electing IBT convention delegates and alternate delegates to the unique organization of these new IBT conferences. All eligible IBT members can participate in the delegate election, including running for delegate or alternate delegate candidates and nominating, seconding and voting for candidates. All Local Unions, System Federations, and General Committees of Adjustment are required by the IBT Constitution to elect delegates on to the 27th IBT International Convention. The Election Supervisor's office is committed to ensuring that each of these entities conducts a delegate election that complies with all the requirements of the 2006 Rules. The Regional Directors are available to answer questions about the process, to assist in the formulation of election plans, and to address any special circumstances particular Local Unions, System Federations, and General Committees of Adjustment may have.

Up-to-date contact information for both Election Supervisor headquarters and the Regional Directors may be found at www.ibtvote.org.

Richard W. Mark
Election Supervisor



Give to the Teamsters Disaster Relief Fund



Send your tax-deductible
donations to:
Disaster Relief Fund
c/o International
Brotherhood of Teamsters
25 Louisiana Ave. N.W.
Washington, D.C. 20001

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

DECEMBER 2005/JANUARY 2006

**ELECTION
SUPERVISOR:**
Delegate Nominations Shift
Into High Gear

TEAMSTER

Turning Up The Heat On UPS

Enforcing the UPS Contract Leads to 2,000 New Jobs



www.teamster.org

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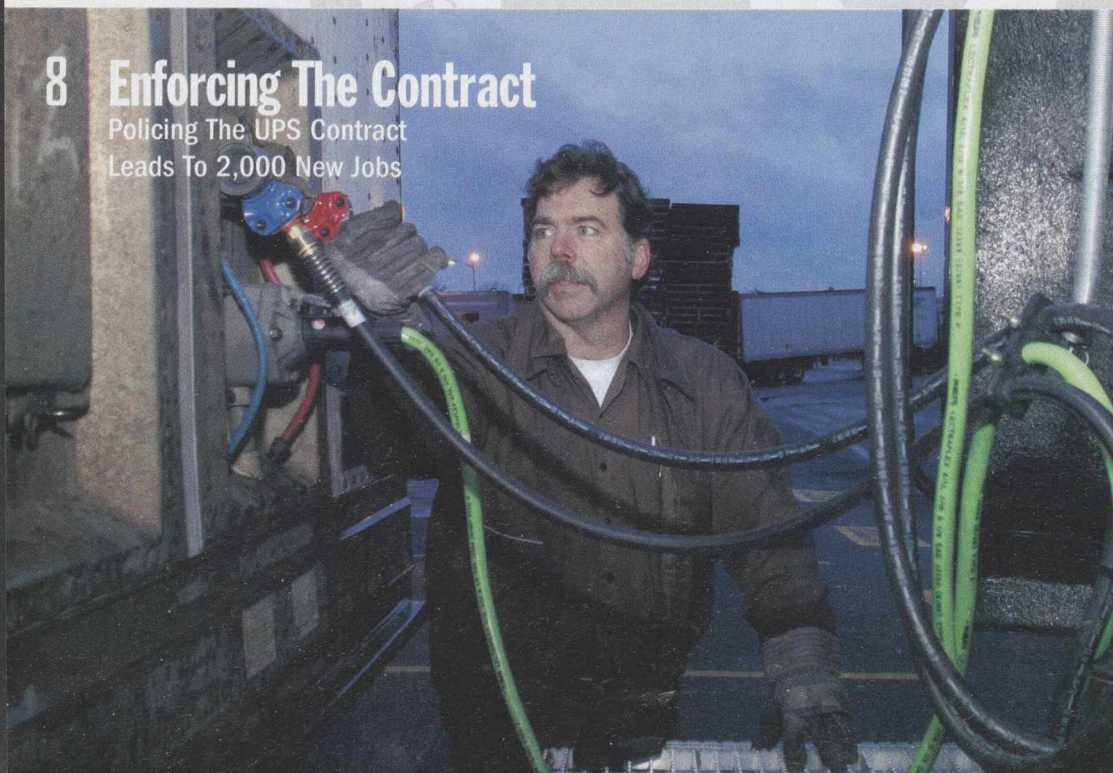
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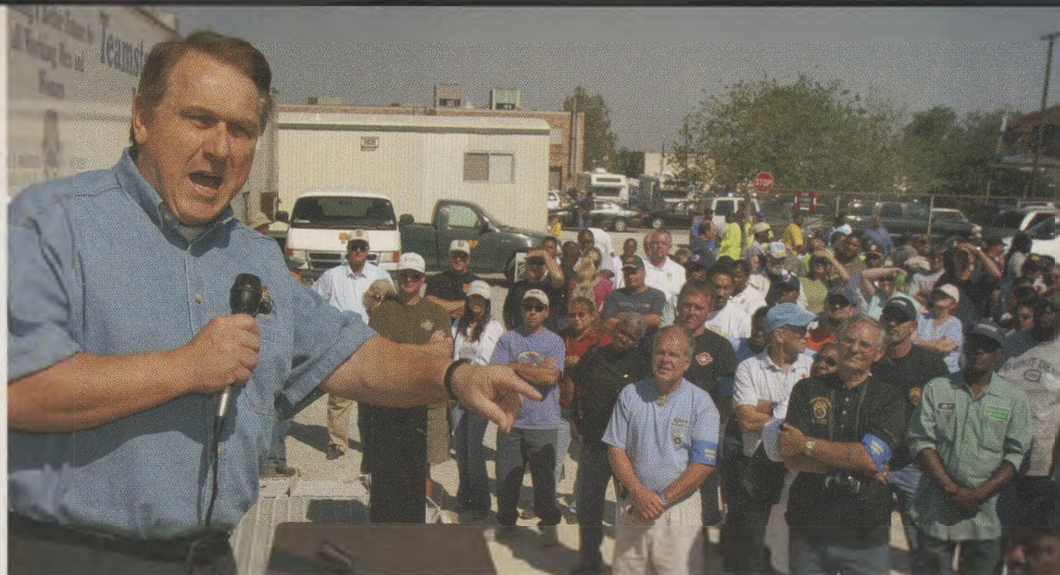
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A MESSAGE FROM THE GENERAL PRESIDENT

Corporate Greed

The double threat that U.S. workers are facing from cheap labor overseas and greedy executives here at home made headlines recently when the Delphi Corp.—the world's second largest auto parts manufacturer—announced it was filing for bankruptcy on October 8.

Prior to the bankruptcy filing, Delphi sought concessions from the UAW, including a wage cut of up to 63 percent and sharp increases in employee-paid health care. The company plans to use bankruptcy laws to close plants and impose lower wages and benefits on workers.

At the same time Delphi was bringing the hammer down on its workers, the company sweetened the severance packages for its top 21 salaried executives. The company had the gall to announce that executives who leave the company will receive 18 months of salary and bonuses instead of the 12 months they previously received.

Once again, U.S. workers are losing their livelihoods on an unfair playing field and face the humiliation of executives lining their pockets on the way out the door.

Allied

A similar situation is occurring at Allied Holdings, Inc.—the largest Teamster car and truckhaul company—employing more than 5,000 Teamsters in the United States and Canada.

Allied filed for bankruptcy July 31. Teamster members had approved a two-year wage freeze from 2003 to 2004 and had taken other steps to help the company succeed, but Allied management was unable to take advantage of our members' sacrifices to make their business plan work.

Allied now wants to pay 83 of its executives and managers \$4.6 million in bonuses and \$6 million in severance while our rank-and-file workers are being asked to make sacrifices. We will not stand idly by while the management that led Allied into massive losses and bankruptcy tries to pocket this money. They should not, and will not, be allowed to profit off of their own incompetence.

Un-American Behavior

While America's middle class continues to get squeezed, things couldn't be better for America's CEOs. In 1982, the average CEO made 42 times what the average worker got paid. In 1990, that figure grew to 85 times what the average worker made. And in 2000, the average CEO made more than 500 times what the average worker took home. Workers and their families are the ones paying the price for this shameful practice. It is this kind of behavior that is destroying the American middle class.

Thomas Jefferson once said that representative government's purpose was "to curb the excesses of the monied interests." Our Founding Fathers obviously never realized how powerful and shameless corporations would become. And with both Democrats and Republicans beholden to corporations, labor is the only force committed to the American Dream as our forefathers saw it. It is because we love this country that the Teamsters will always speak truth to power and fight for what is right. It's the American Way.

James P. Hoffa

Gulf Relief Tops \$1.2 Million

Hurricane Victims Overwhelmed by Union's Disaster Relief Mobilization

Terry Steilberg, a Teamster at ABF in New Orleans, always thought of the Teamsters as a support system. But after Hurricane Katrina, the union has become her family.

"It makes me so proud to be a Teamster," Steilberg said. She was one of more than 700 Teamsters and their families who

gathered at a New Orleans ABF facility in October to receive \$500 debit cards from the Teamsters Disaster Relief Fund. In addition, cases of food, water and other supplies were donated by Teamster members, local unions and Joint Councils from across North America.

"I am completely over-

whelmed by this effort," said Steilberg, who said she fared better after the hurricane than most of her family and friends. Her home did not sustain major damage and she has opened it to six people. "The Teamsters opened their hearts and opened their wallets. It's just unbelievable."

Helping to Rebuild

Jim Hoffa, Teamsters General President, loaded members' vehicles with food and water in New Orleans and pledged to help Teamsters rebuild their lives.

"When you are down and out, you find out who your friends are," Hoffa told the crowd. "You need your union and we need you."

The Teamsters Disaster Relief Fund has distributed \$1.2 million in aid to more than 2,300 victims of Hurricanes Katrina, Rita and Wilma. In addition to the more than \$860,000 donated

by members, local unions and Joint Councils, the General Executive Board recently allocated \$600,000 to ensure members continue to get the support they need.

Brotherhood, Solidarity and Teamwork

Jerry Klein, an ABF dockworker and 25-year Teamster in New Orleans, lost two homes in the hurricane. His family relocated to Indianapolis with relatives while he stayed behind, bunking with friends in New Orleans to keep a paycheck coming in.

Klein's misfortune didn't stop him from putting in 24 hours straight at the ABF facility on October 22, unloading truckloads of supplies driven in by Teamsters.

"It's my Teamster brothers and sisters here in New Orleans that need me right now," Klein said. "It's all about brotherhood, solidarity and teamwork."



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Charged Up In Boston

Northeast Electrical Drivers Ratify Contract

The fall season brought relief from a long hot summer to workers at Northeast Electrical Supplies in Canton, Massachusetts in more ways than cooler weather. The 30 drivers for the company, members of Local 25 in Boston, withstood tough contract battles, a lock out, and coping with scabs and unrelenting anti-labor tactics all summer and prevailed with a solid new contract, which was overwhelmingly ratified on October 3.

"We were relieved to get back to work and continue contributing to the success of the company—as many of us have been doing for years," said Mike McKinnon, an 11-year driver. "But we were certainly determined to get a contract that would provide security for our families and recognize the contributions we make to the company. By sticking together we made it happen."

"We are proud of our members and this contract," said Ritchie Reardon, President of Local 25. "We took on Jackson Lewis, the most notorious anti-labor law firm, and not only won an organizing victory but won a strong contract to boot."

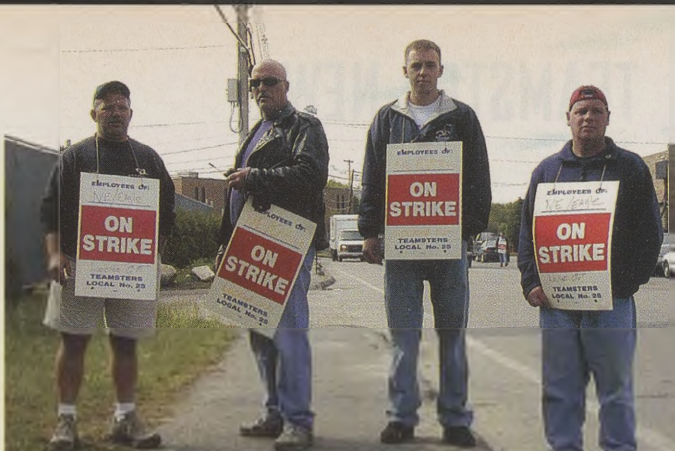
Union Solidarity

McKinnon and his fellow drivers had voted to join the Teamsters in February and were in negotiations for their first contract when the ordeal began. Company officials walked out of a contract bargaining session and called for the drivers to be locked out. The lock out was also timed to occur just two weeks before more than 100 warehouse

workers were scheduled to vote on union representation.

"The company tried scare tactics, plain and simple. They wanted warehouse workers to think joining the union would cost them their jobs," said Mark Harrington, Lead Negotiator and Secretary-Treasurer of Local 25. "We didn't let them get away with that. We stand by our members and give them full support until a situation is resolved fairly no matter how long it takes."

Over the course of the lock out, which lasted six weeks, workers gained the support of other unions, including the International Brotherhood of Electrical Workers and Local 369 of the Utility Workers of America. This solidarity severely limited Northeast's daily



business routines, as the other union workers would not cross the locked out workers' picket. Members of the community increasingly voiced anger over the company's tactics and the anger continued to spread as the lock out dragged on.

Contract Highlights

Highlights of the contract include:

- Significant wage increases for all workers, with up to \$2.70 per hour increases for class A and B drivers;
- A reel bonus of \$5 per reel;
- Additional 25 cents per

hour for shifts starting at midnight to 5 a.m.;

- Overtime after eight hours;
- Improved medical benefits, with \$3,600 a year cash insurance bonus plan for health care expenses; and
- Participation in the Teamster pension plan.

"We were ready from the beginning to be Teamsters and we are excited about this first contract," said Don Goodwin, a 15-year employee. "The union has brought very positive changes to our lives—we look forward to being Teamsters for a long time to come."

Teamsters Mourn John Green Sr.

Green Honored as a Man of Character

John Green Sr., President of Local 50 in Belleville, Illinois, passed away on October 26 after a long illness. Green was a loyal Teamster for nearly 50 years and held many key leadership positions during that time.

Green became a member of the Teamsters in the mid-1950s as a driver for Swift Trucking Co. and later worked in the construction industry. By 1968, Green's dedication and natural leadership abilities led to his election as an officer at Local 729 in East St. Louis, Illinois. When Local 729 merged with Local 50 in 1973, Green served as Secretary-Treasurer until his election as President in 1978. He held that position until his death.

Dedicated to Service

Green held many positions of responsibility for the union outside of Local 50 as well. He served as Trustee on the Executive Board for Joint Council 65

and was a Trustee and Chairman of the Midwestern Teamsters Health, Welfare and Pension

Funds. In addition, Green served as the Chairman of the Teamsters Delegation to the State of Illinois Highway Committee and was a key member of the National Master Freight Negotiating Committee.

"John Green was a man of integrity, dedicated to serving his fellow members and easing the burdens faced by all workers," said Jim Hoffa, Teamsters General President. "His efforts brought relief to many and his actions exemplify the best of the union's traditions of fighting injustice and protecting those in need."



Delivering Justice

Los Angeles DHL Workers Win First Contract

Al Cetina comes from a long line of union workers. When his nonunion job was threatened, he knew from personal experience—both his own and his family's—that it was time to turn to the union.

"I've been with DHL for 21 years," Cetina said. "As the company grew, the employees became less and less significant and the company started laying off the older people, people with a lot of important experience."

Cetina contacted the Teamsters and helped his coworkers successfully organize with Local 986 in Los Angeles. They recently negotiated a strong first agreement with the company.

Cooperation

Cooperation between rank-and-file members, Local 986 and the International Union were essential in the negotiations. The three-year contract, which yielded wage increases, a pension plan and job security language, was nearly unanimously approved by the 150 workers.

"This is a powerful example of cooperation between the Organizing Department at the International headquarters, very active rank-and-file workers and the staff from the local who were part of the negotiations," said John Harren, Secretary-Treasurer of Local 986.

The contract also includes strong language that provides

the members with overtime provisions and a grievance procedure.

"Since I was one of the leaders of getting the union in, people are now coming up to me and thanking me because our contract provides such great job protections," Cetina said. "I tell them, 'Don't thank me. Thank the Teamsters.'"



Sky High

Flight Attendants' Win Contract, Protect Jobs

In ballots tallied recently, flight attendants employed at airlines operated by Republic Airways Holdings Inc. ratified a new four-year contract. The workers, represented by Local 135 in Indianapolis, ratified the agreement by a 9-1 margin.

"It was a long, hard fight, but I feel we made significant improvements in work rules, including some of the best scheduling rules in the industry," said Nicole Zimmer, a four-year Chautauqua flight attendant and bargaining committee member.

The new contract increases hourly wage rates and improves job security and quality-of-life issues for

approximately 800 flight attendants who staff aircraft operated by Chautauqua Airlines, Shuttle America and Republic Airways.

Solid Improvements

In addition to improving quality-of-life issues, including allowing flight attendants better control of when and how much they work and their ability to adjust their schedule, the new contract guarantees that workers receive, on average, six percent wage increases and pay retroactive to March 2003, when the last contract became amendable. The workers' hourly wages will increase by at least \$7 over the life of the contract. The agreement



"We work in a volatile industry. It is important to continue negotiating contracts, such as this one, that strengthen workers' job security in the face of continued economic pressure, and improving scheduling procedures that maintain the workers' quality of life."

— DON TREICHLER, TEAMSTERS AIRLINE DIVISION DIRECTOR

also contains language that protects jobs from outsourcing and mergers.

"This contract features solid, across-the-board improvements," said Barry Schimmel, a Local 135 business agent. "These workers put in long hours in difficult conditions, and they deserve the improved job security and quality-of-life improvements that this contract provides."

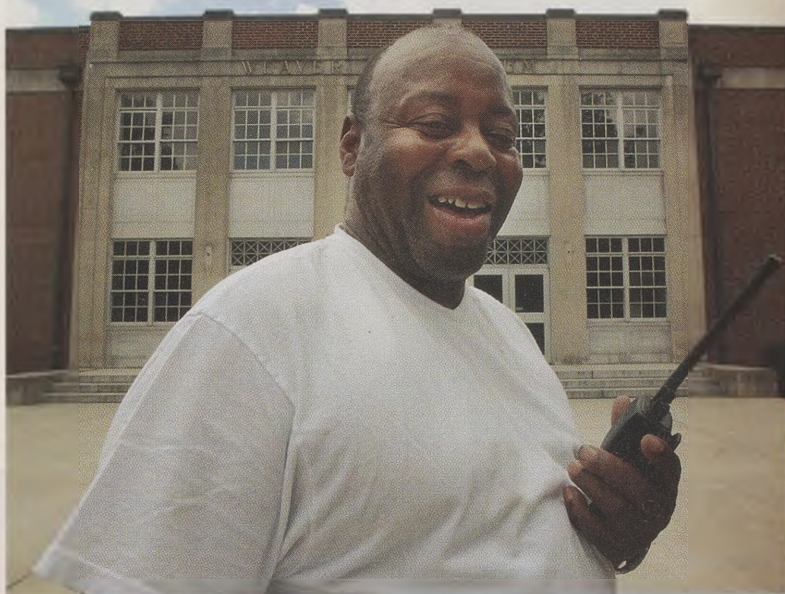
"Once everything is in place, it'll be wonderful," said Ryan Lee, a six-year Chautauqua

flight attendant based in Ft. Lauderdale, Florida. "We have lots of flexibility, so we'll be able to work when we want and how often we want."

"We work in a volatile industry," said Don Treichler, Teamsters Airline Division Director. "It is important to continue negotiating contracts, such as this one, that strengthen workers' job security in the face of continued economic pressure, and improving scheduling procedures that maintain the workers' quality of life."

Back To School

Local 391 Organizes School Workers in North Carolina



For the past two years, Local 391 in Greensboro, North Carolina has gone back to school and organized more than 1,000 classified school district workers, providing them with a strong voice at work.

"I was a member of an association representing school district employees but it was ineffective," said John Adkins, a bus driver in the Guilford County Schools. "The Teamsters provide strong representation."

The organizing is done through site visits, home visits and worker-to-worker contacts. The new members include school bus drivers, custodians, cafeteria workers, mechanics and maintenance workers. So far, Local 391 has organized in five counties and it plans to send in volunteer organizers to more counties soon.

Phenomenal Record

Local 391's record is phenomenal. Working with allies in state and local government, the community and on local school boards, Local 391 won pay raises from the state two years in a row after classified employees went four years without a pay raise.

While North Carolina law prohibits collective bargaining for the wages of school employees, Local 391 has found other ways to favorably adjust the pay scale for workers.

"We are committed to improving working conditions for the men and women who provide transportation, hot meals and clean, safe facilities for our schoolchildren," said Jack Cipriani, International Vice President and Local 391 President.

In Memoriam Union Mourns Andy Anderson



M.E. "Andy" Anderson, a former International Vice President and Director of the Western Conference of Teamsters, died on July 31, 2005. Anderson, 81, had a long and successful career with the Teamsters beginning as an organizer in 1949.

After being fired from the Portland *Oregonian* newspaper for trying to organize the circulation department, Anderson became an organizer for the Western Conference of Teamsters, working in Oregon and the Northwest region until 1954. Anderson's abilities and growing achievements caught the atten-

tion of the union's leaders in 1958. He was given the task of reviving Local 986 in El Monte, California, where membership had dropped to 238. Through aggressive organizing on many fronts, including airlines and small industrial plants, Anderson had reversed the downward slide at Local 986 and pushed membership up to more than 14,000 in less than 15 years.

True Teamster Spirit

Anderson also became a leader in the drive to organize public sector workers. His efforts led to the charter of Local 911 in Long Beach, California, which focuses on public, professional and medical employees. Anderson continued moving up the

ranks in the union, earning appointment as the Director of the Western Conference of Teamsters in 1974. He also became an International Vice President that same year. Anderson served in both posts until his retirement in 1984.

"Andy Anderson was dedicated to improving the lives of working people everywhere and was instrumental in bringing the strength and protection of the Teamsters Union to thousands of workers in many industries and service fields," said Jim Hoffa, Teamsters General President. "His life and deeds represent the true Teamster spirit in every way. He will be missed by all who knew him."

TEAMStar Annual Open Enrollment January 1 – February 28, 2006

During this period, Medicare-eligible Teamster retirees age 65 or older, their spouses and surviving spouses are guaranteed acceptance with no waiting periods regardless of any preexisting health conditions!

Here are some service features you'll appreciate:

- **Group buying power** — Group rates not available to the general public.
- **"Automatic" Claims Filing PLUS** — helps eliminate the paperwork hassles associated with Medicare Part B claims filing and maximizes eligible benefits due under your coverage.
- **Freedom of choice** — No provider list and no referral process to see a specialist.

The TEAMStar Retiree Health Program also includes a unique high deductible Plan F that reduces your annual premium by \$480. This enhances your ability to choose a plan that meets your individual needs!

If you enroll after February 28, 2006, you will need to qualify by answering the health questions on the application and certain waiting periods may apply. TEAMStar information packets were recently mailed to all Teamster retirees. Please review your packet today and see for yourself how TEAMStar can help you!

**For additional information, call 1-800-808-3239
or visit our website at www.teamstar.com**



RAE61106



Teamsters Issue Scathing Rail Report

Nation's Railways Unsecured According to Rank and Filers

The Teamsters Rail Conference recently issued a report that was the result of a yearlong survey of the memberships of both the Brotherhood of Locomotive Engineers and Trainmen and the Brotherhood of Maintenance of Way Employees. The results portray a national rail system that is ripe for terrorist activity and a danger to the men and women working on them.

"I believe there are thousands of railroaders who, like me, are willing to do their part to help prevent a terrorist disaster from hurting our nation," said Greg Kreie, an extra-gang foreman with Burlington Northern Santa Fe. "All we need is a real game plan to follow. I see the survey and the report as the first steps towards doing just that."

"Dangerous and possibly deadly situations are a daily occurrence on the rails," said John Murphy, Director of the Teamsters Rail Conference. "The rail corporations and the Federal Railroad Administration must be held accountable for the appalling state of security on the rails and lack of safety training our members receive."

Frightening Lapses in Security

Out of the more than 4,000 members who returned survey questionnaires, some of the findings included:

- 94 percent of workers said rail yard access was not secure;

- 83 percent report no terrorism training in the past year;

- 70 percent reported seeing trespassers in rail yards;

- 96 percent reported seeing no police presence at rail facilities;

- 97 percent said there is no signal or code for a hijacking or terrorist attack; and

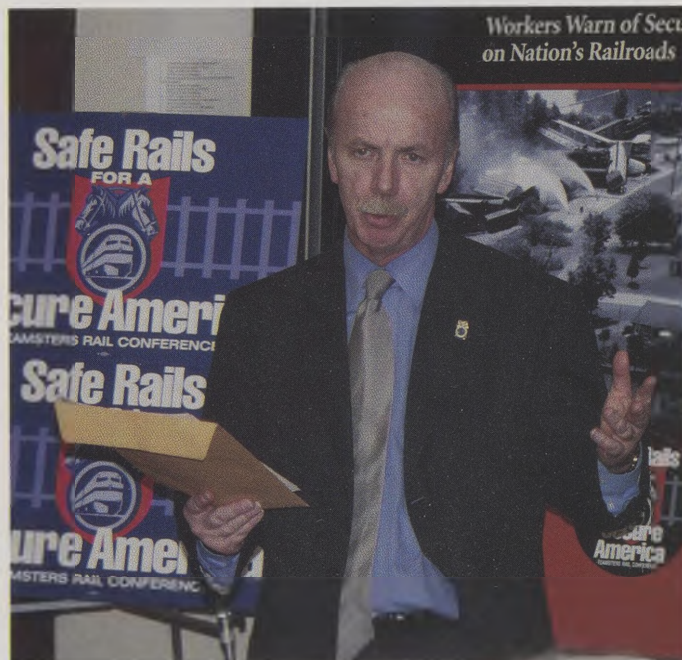
- 69 percent reported seeing running trains left unattended.

At a press conference in the U.S. House of Representatives office building, the report was released to the press. Several members of Congress attended and commented at the press conference. Among them was Rep. Edward Markey (D-MA).

"In this age of increased demand for safety within our borders, it is unconscionable that these employees witness these frightening lapses in security on our rails each day," Markey said. "The facts in this report show the outcome of the administration's lack of spending for rail and transit security compared to the billions committed to airline security."

A Long Hard Look

Some of the recommendations by the Rail Conference in the report are: securing the rail infrastructure at points of vulnerability such as bridges, tunnels and yards; establishing strict compliance standards and comprehensive reporting requirements; improving storage of haz-



"No electronic device can ever replace the eyes and ears of trained rail employees. We are asking Congress to take a long, hard look at our findings and bring the rail corporations to task for having allowed lax systems to continue."

— JOHN MURPHY, DIRECTOR OF THE TEAMSTERS RAIL CONFERENCE

ardous materials in transportation; and securing equipment, including but not limited to, remote control devices.

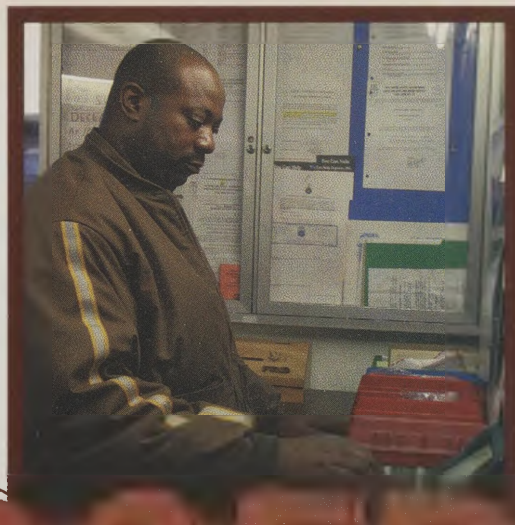
"Now that we've confirmed that this problem is industry-wide, we should be able to get some help," Kreie said. "I hope the railroads and the government act in time. As for the rest of us, we've been ready to help since September 12, 2001."

"This is a direct result of

rail corporations downsizing their workforces and relying more and more on mechanized means of surveilling their infrastructure," Murphy said. "No electronic device can ever replace the eyes and ears of trained rail employees. We are asking Congress to take a long, hard look at our findings and bring the rail corporations to task for having allowed lax systems to continue."

THE





ENFORCERS

Policing the Contract Forces UPS to Create 2,000 New Jobs

The Teamsters' effort to police the UPS contract is paying off in big ways: the union recently forced UPS to create 1,200 new jobs in 2005 and another 800 in 2006, most during the first three months of the year. The new jobs are over and above the 10,000 full-time jobs UPS is required to create as a result of the 2002 National UPS Contract.

The majority of the new jobs, 1,600, are "feeder" jobs—drivers of tractor-trailers who transport packages over long distances as opposed to the brown package-car trucks that deliver locally.

In June, hundreds of Teamster local and Joint Council leaders met in Chicago to plan a coordinated effort to intensify contract enforcement efforts at UPS around issues of excessive overtime, supervisors doing bargaining-unit work and the use of subcontractors other than what is allowed during peak season.

Since then, local union leaders and many of the more than 200,000 UPS Teamsters have answered the call by watching for contract violations at the union's largest employer, recording the information and sending the data to the International Union.

"These jobs are the direct result of our members' efforts in holding the company accountable in abiding by the contract, and UPS wanting to improve its service," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. "The new feeder jobs have a trickle-down effect because package-car drivers will become feeder drivers, and part-time workers will have the opportunity to move into full-time jobs. These new jobs benefit all of our UPS members."

"These are excellent family-wage jobs," said Jim Hoffa, Teamsters General President. "Feeder drivers often earn \$80,000 per year. With benefits added in, we're talking about \$100,000-a-year jobs. Multiply that by 1,600 and that's \$160 million per year in new earnings for our UPS Teamsters, plus the new opportunities for other members."

The enforcement starts with the members, who serve on the front lines in the effort.

For example, when UPS feeder driver Shane Kisman and his coworkers saw the company using subcontractors at the center in Reno, Nevada—in blatant violation of the contract—they

>> Pressuring FedEx <<

Union Wants Workers to Have Strong Voice

The Teamsters Union is standing with all FedEx workers who demand dignity, respect and good pay for a job well done by laying the groundwork for an organizing campaign.

The Teamsters have launched www.fedexwatch.com, a website where FedEx employees and other workers in the package-delivery business can get information about the company, including information about a class-action race discrimination lawsuit against FedEx.

"The Teamsters represent more than 200,000 workers at UPS and we're in the middle of an organizing campaign at DHL," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. "We will look to organize at FedEx as well and provide workers there with the same strong voice our UPS members have. By doing so, it will benefit all workers in the industry."

Suit Moves Forward

A judge's ruling in late September opened the door for thousands of African-American and Latino employees of nonunion FedEx Express to sue the company over claims of discrimination in pay, promotions, evaluations and discipline.

In 2003, employees sued FedEx Express over personnel practices in the company's Western region, which covers California, nine other states and part of four other states. In the latest development, U.S. District Judge Susan Illston of San Francisco granted class-action status to the employees who filed suit earlier.

The suit alleges that FedEx relegates minorities to the lowest-paying jobs with the least job security and denies them promotions through discriminatory tests, subjective evaluation standards and a culture of hostility. The suit against FedEx comes on the heels of a similar class-action suit alleging race discrimination at Wal-Mart.

Corporate Accountability

Meanwhile, a Teamster shareholder proposal calling for increased accountability for the board of directors of FedEx was defeated recently, but the union will return in the future to get this important reform approved.

The union proposed the reform at the company's shareholders' meeting last fall. The proposal sought to amend the company's

governance documents to provide that director nominees be elected by a majority of votes cast by shareholders. The proposal called for the board to adopt a majority standard for election of directors rather than the plurality standard that it currently follows. Currently, a nominee to the FedEx board can be elected or re-elected with a single affirmative vote, even if a substantial majority of the votes cast are withheld from the director nominee.

"We will be back in the future to ask FedEx shareholders to approve this reform," said Tom Keegel, Teamsters General Secretary-Treasurer. "While a majority of shareholders did not vote for the reform this time, we will not give up."

Similar shareholder proposals to the one filed by the Teamsters at FedEx have been sponsored at a number of companies this year. Of these proposals, 16 have received a majority vote from shareholders, including ones at Office Depot, Marathon Oil and NiSource.

A Continuing Effort

In September 2003, a Teamster shareholder proposal to declassify the FedEx board of directors garnered overwhelming support at the company's annual meeting. With more than twice as many shareholders voting in favor of the proposal than against it, the company was sent a strong message in favor of corporate governance reform.

The proposal called for the board to adopt annual elections for all directors, replacing the company's former practice of board members serving staggered terms and facing election by shareholders only every three years.

Despite the opposition of FedEx Chairman Fred Smith and its board of directors, shareholders agreed that the election process of the board needed a fundamental reform. Following the passage of the proposal, FedEx adopted the Teamster-sponsored changes.

"It's no more business as usual at FedEx," Keegel said after the victory two years ago.

"The shareholder proposals are part of a continuing effort that supports our drive to change FedEx and its corporate governance and practices," Hall said.

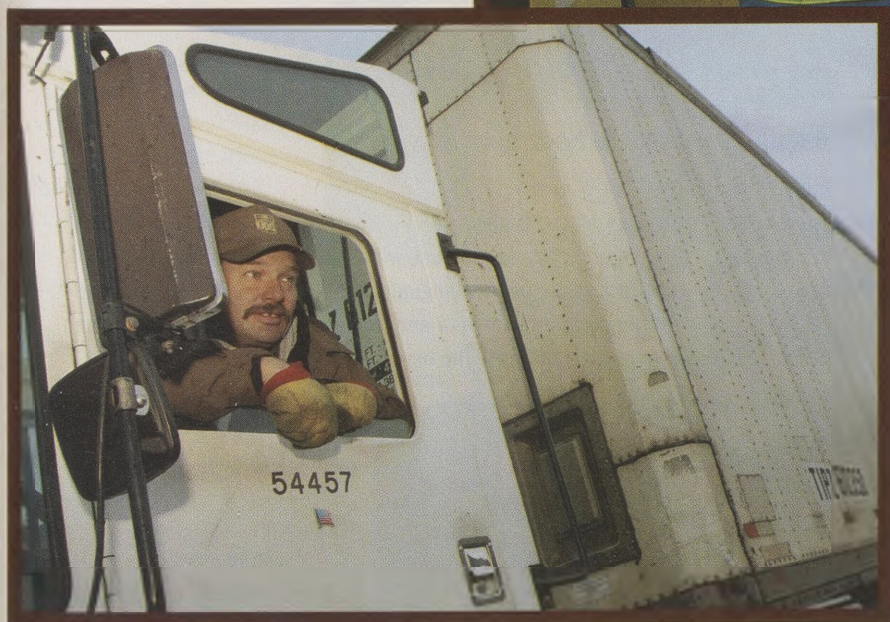
Visit www.fedexwatch.com for updates on FedEx.



took action to protect their livelihoods.

"The company was sneaking the sub-contractors in and out and not giving us any information," said Kisman, a member of Local 533 in Reno. "We kept watching and we wrote information down. Then we filed grievance after grievance."

The efforts of Kisman and his coworkers to make sure the company abided by the contract paid off. Local 533, on behalf of its members, won an \$80,000 grievance settlement and, more importantly, 29 new feeder jobs.



More Jobs

Under the leadership of Hoffa and Hall, the Teamsters have successfully fought for more new full-time jobs at UPS. The 2002-2008 National Master Agreement requires UPS to create 2,500 full-time jobs each year from 2005-2008. The 2,000 new jobs are a result of members holding UPS accountable and are above and beyond the 10,000 jobs mandated by the contract.

"These new full-time jobs reduce the ratio between full- and part-time workers even more, which is our ongoing goal," Hall said.

Since 1998, the Teamsters have suc-

cessfully fought for 15,000 additional full-time jobs.

"At our local, we're looking at a potential of 30 more feeder jobs," said Denis Taylor, President of Local 355 in Baltimore. "We have 100 feeder jobs now, so that's a 30 percent increase. It's the largest addition to the Baltimore feeder operation in more than 20 years."

"Because of the union's plan to hold the company more accountable, and our members following through with that plan, we will get numerous new feeder positions," said Gerald Thompson, Secretary-Treasurer of Local 767 in Forest Hill, Texas. "Our members have also filed

successful grievances."

"These new feeder jobs are great news," said Leticia Acosta, Secretary-Treasurer of Local 657 in San Antonio, Texas. "We expect to get about 25 new positions, and the subcontracting problem has really been reduced."

"The new jobs create a domino effect—they provide opportunities for many of our UPS members," said Vic Palumbo, Secretary-Treasurer of Local 177 in Hillside, New Jersey. "This is tremendous news."

Remaining Vigilant

While many of the new jobs are the result of holding UPS accountable for subcontracting violations, Hall said local unions and members still must remain vigilant in regard to contract violations in their areas.

"Some of our members and locals are doing an excellent job documenting violations," Hall said. "As a result, we're winning grievances and these new jobs. However, local unions, leaders, stewards and members cannot rest. All UPS Teamsters must continue to document violations that may still occur. We need to send a message to the company that we won't tolerate these violations. We need more members and

"At our local, we're looking at a potential of 30 more feeder jobs. It's the largest addition to the Baltimore feeder operation in more than 20 years."

— DENIS TAYLOR, PRESIDENT OF LOCAL 355

>> Teamster Victory at Former Menlo <<

New Agreement Contains Card-Check/Neutrality Provision

Teamsters at former Menlo Worldwide Forwarding, now called UPS Cartage Services Inc., have overwhelmingly approved a new contract that consolidates more than two-dozen separate contracts into one supplement to the national UPS agreement.

The agreement also will provide the nearly 1,000 former Menlo workers the same health, welfare and pension contribution rates and the same percentage wage increases that UPS workers receive under the national UPS contract. The new contract will run through July 31, 2008—the same date the national UPS contract expires. UPS bought Menlo Worldwide Forwarding in 2004.

The agreement also contains a neutrality provision for nonunion centers. Called a "card-check/neutrality agreement," the pact will require the company to recognize and bargain with the union when more than half of the workers express a desire to be represented by the Teamsters.

Same Strong Voice

UPS Cartage Services plans to open five freight hubs in the coming year that will employ about 1,500 workers. Those 1,500

workers and 350 pickup-and-delivery drivers will all be eligible for union representation under the card-check provision. The contract also contains language enabling local unions to negotiate for cross-utilization of employees in the new freight hubs and the existing air hubs. The new freight hubs will be located in

Louisville, Kentucky; Rockford, Illinois; Philadelphia; Columbia, South Carolina; Dallas; and Ontario, California.

"With the card-check/neutrality agreement, we will organize the nonunion workers and give them the same strong voice our current members have," said Jim Hoffa, Teamsters General President.

"This agreement gives Teamsters more bargaining

power because the workers are now covered under a single supplemental agreement and there is a common date with the national UPS contract," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. Workers at UPS Cartage Services will have the right to vote on future contracts as well.

UPS bought Menlo Worldwide Forwarding in 2004 for \$150 million in cash, plus the assumption of approximately \$110 million in debt.



more local unions to document the violations so that we have stricter enforcement from coast to coast."

Hoffa praised local union leaders and members for holding the company accountable, but agreed with Hall that the pressure must continue.

"Our members have sent clear and strong messages to the company that it must abide by the contract, and we're pleased by the new jobs that have resulted from that," Hoffa said. "We worked very hard in 2002 to negotiate the richest UPS contract in history and we must continue to monitor these violations by the company."

Patience Pays Off

At Local 533, prior to its recent settlement, members filed 603 grievances over subcontracting after carefully monitoring trailer traffic in an out of the UPS center near Reno. Members recorded trailer numbers, times and dates, and the names on the trailers.

"I keep preaching to them, 'it takes patience but keep filing the grievances,'" said Mark Tracy, Local 533 Secretary-Treasurer. "It takes patience and perseverance but we will prevail in the end."

The cases were settled during a special national grievance panel last September in Atlanta, chaired by Hall.

Tracy's message to other local unions: "Don't let your members give up. You've got to have faith in the grievance process and in the contract."

Debbie Calkins, a feeder driver and trustee/steward at Local 533, said her coworkers never gave up despite the company thumbing its nose at the contract.

"We've got to defend our work or it won't be our work," said Calkins, a UPS worker since 1988. "It's not about the

money, it's about the work. If we want to keep our jobs and retire comfortably, we need to hold the company accountable."

'Massive Information'

At Local 396 in Covina, California, drivers and stewards started seeing "shiny wheels"—a term for subcontractors—running side-by-side with Teamster-driven feeder trucks coming into the centers. Stewards began filing grievances, noting the specifics—trailer numbers, dates and times.

"We compiled a massive amount of information," said Ron Herrera, Local 396

>>> Enforcement Update

In addition to the success with subcontracting violations, the union settled more than 1,000 grievances over a recent two-month period involving excessive overtime, about 50 times more than the typical figure, according to Ken Hall, Director of the Teamsters Package and Small Parcel Division.

Excessive overtime, supervisors doing bargaining-unit work and subcontracting other than what is allowed during peak season are the main issues that the union has emphasized for added enforcement.

"We cannot rest until the labor agreement is adhered to nationwide," Hall said.

Secretary-Treasurer. "Only through documentation and our members' efforts were we able to get a handle on it."

The company was put on notice to stop the subcontracting within Local 396's jurisdiction. The Teamsters and the company are working on a settlement. In the meantime, the subcontracting has stopped, Herrera said.

"Our grievances blew the whistle on a national network of subcontractors," Herrera said. "We need to be aware that UPS is utilizing subcontractors and the only way to stop them or prevent them is by working together."

More Staff Support

The Parcel and Small Package Division has hired additional staff to better enforce the contract. The new staff members are working with locals to gather information and have set up a database about violations.

"We will continue to work hard to create more opportunities for our UPS members," Hall said. "I urge everyone to get involved now."



Corporate Watchdogs

Teamsters Police Every Level of Management



When executives at Allied Holdings planned on paying themselves big bonuses while cutting wages and benefits of Teamster employees, the union immediately fought back.

Allied is the largest Teamster carhaul employer with about 4,600 Teamsters. When the company recently filed for bankruptcy, it tried to pay 83 of its executives and managers nearly \$4.6 million in bonuses and \$6 million in severance pay. The union challenged the company and is fighting Allied in U.S. Bankruptcy Court.

"We will continue to try to block the Allied executives and managers in their quest to fill their pockets while our members are being asked to make concessions," said Fred Zuckerman, Teamsters Carhaul Division Director.

In September, Allied and its co-debtors filed a so-called Key Employee Retention Plan or "KERP bonus" motion with the Bankruptcy Court. Allied management claimed that the bonuses were necessary to keep executives and managers from leaving the bankrupt employer during the reorganization. However, at a recent hearing in U.S. Bankruptcy Court, where the Teamsters challenged the bonus plan, management's evidence of turnover fell flat. The percentage change in the number of non-bargaining unit employees who have voluntarily left Allied in the first nine months of 2005 was almost the same as in 2004.

Unjustified Bonuses

Staff from the International Union also presented evidence showing that the company's reasons for the bonus plan were unsubstantiated, that its management compensation was adequate and that management's performance has failed to justify salaries and the bonuses. The bonus

program is heavily weighted toward Allied's top management, whose chief executives and senior vice presidents will receive bonuses from 60 percent to 96 percent of base salary—in some cases hundreds of thousands of dollars for each executive. These amounts do not count severance pay, which in some cases is as high as 150 percent of full salary.

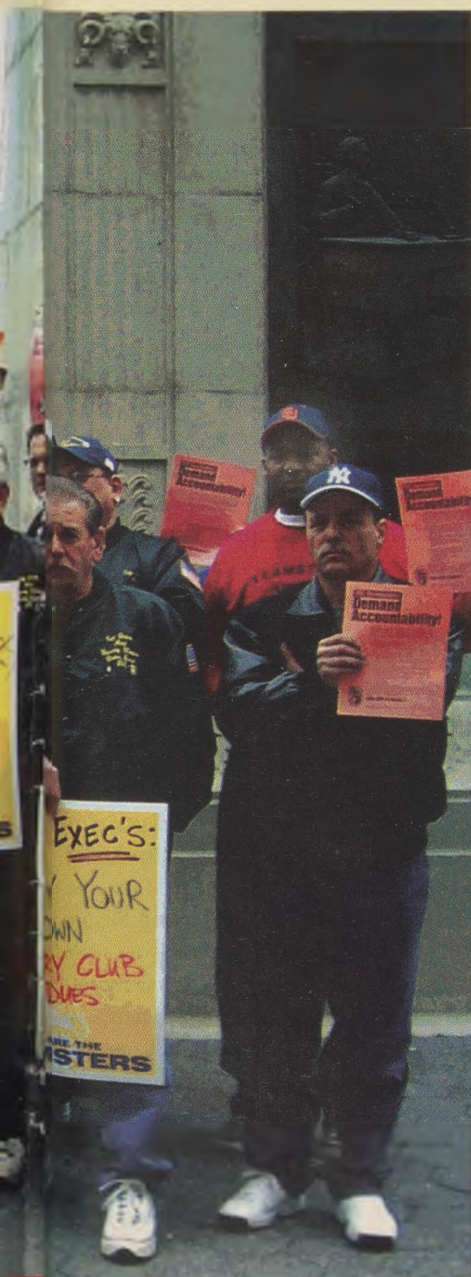
"Our legal team will continue to fight Allied management's greedy ploy," said Jim Hoffa, Teamsters General President. "The executives and managers seeking these millions are the same ones who

"We can't let shareholders and boards of directors rely on one-sided and often incorrect information from management. Workers have a unique perspective on the day-to-day operations that investors need to hear."

— AMY VIDOVICH, LOCAL 1108

helped lead Allied into massive losses and bankruptcy."

The bonus program must be approved by the bankruptcy court before it takes effect. Congress outlawed this type of bonus program except in highly unusual circumstances in the new bankruptcy law, which started October 17. However, Allied filed its bankruptcy under the old law, before the new prohibitions on massive, undeserved bonuses took effect.



"CCE should invest in its workforce, not waste money on rewarding failed executives."

—JEANNE HAGLESTEIN, LOCAL 812



The Allied fight displays one of the myriad ways in which the Teamsters Union functions as a corporate watchdog in addition to its other duties representing members. These fights are not always in a courtroom. Sometimes they are in executive boardrooms or shareholder meetings, such as a recent fight with Coca-Cola.

Coke Isn't It

Teamsters have worked at Coca-Cola for generations. Workers there, and Teamsters everywhere, know that if management does something to violate the contract, the union will fight to make things right. But Teamsters may not be aware that their union fights for them at even higher levels of the corporate hierarchy.

When it was revealed that the outgoing

executives of Coke's largest bottling company, Coca-Cola Enterprises (CCE), were getting severance packages worth millions of dollars and included, in some cases, lifetime health care and country club dues, the Teamsters Union decided to do something about it: they took the issue of corporate misspending to the company's shareholders.

"CCE should invest in its workforce," said Jeanne Haglestein, a Local 812 shop steward at CCE in Smithtown, New York. "Not waste money on rewarding failed executives."

The Teamsters union does more than organizing, bargaining and political action. With roughly \$100 billion of members' hard-earned pension dollars invested in equity assets, Teamster members and funds are working to ensure that corporate America is accountable to the union as one of its most important stakeholders.

"We want to ensure that Teamster money is working to support Teamster interests," said Tom Keegel, Teamsters General Secretary-Treasurer.

Protecting Health Care

For Coca-Cola Teamsters, especially those fighting to protect affordable health care, the companies' shareholder meetings provided an important opportunity to demonstrate the union's determination to redirect corporate priorities and resources.

"While Coke and CCE's boards have rewarded departing executives with pay packages including lifetime health care, country club dues, financial planning services, stock and other perks, the companies continue to look to cut the legs out from under workers," said Jack Cipriani, International Vice President and Director of the Teamsters' Brewery and Soft Drink Workers Conference.

Teamsters from all over the country traveled to Delaware in 2005 for shareholder meetings—sending a message that Teamsters are united to fight corporate greed and protect affordable healthcare.

The shareholder proposal, which



would have forced the company to get approval from shareholders for compensation packages for departing executives, received 41 percent support from voting Coke shareholders and sent a strong message to management that investors want change.

Monitoring Corporations

The Teamsters Capital Strategies Department serves as the union's corporate watchdog on behalf of Teamster members by monitoring the actions of corporate America and government oversight agencies, and by working to reform how corporations are governed.

"We won't stand by while corporate executives use investor money to line their own pockets or fund their own political agendas," said Carin Zelenko, Director of the Capital Strategies Department. "We will hold them accountable at every level."

One of the biggest victories in the last year was at Central Freight, a nonunion trucking company based in Waco, Texas. After the Teamsters incited a shareholder "vote no" movement around the conflicts of interest and interrelated transactions by Jerry Moyes, the company's Chairman of the Board, Moyes announced his resignation.

"Under Jerry Moyes' leadership, Central Freight faced a precipitous decline in its share value and questions by shareholders concerned with his leadership and continued conflicts of interest," Keegel said. "We hope that Moyes' departure marks the beginning of a new direction for Central Freight."

This was not the first time the Teamsters took issue with Moyes' leadership. In 2003, the Teamsters issued a report highlighting the web of Moyes' conflicts of interest at Swift Transportation, one of the nation's largest nonunion, long-haul trucking companies and carhaul operators. Moyes not only founded the company, he served as President, CEO, Chairman of the Board and was Swift's largest shareholder. The conflicts highlighted in the Teamster report soon sparked an SEC investigation and intense scrutiny by shareholders—ultimately leading to

Q&A: Tom Keegel

Teamster magazine recently spoke with Tom Keegel, Teamsters General Secretary-Treasurer, about corporate governance reform.

Why are the Teamsters fighting for corporate governance reform?

Teamster benefit funds collectively own roughly \$100 billion in equity assets—representing the retirement security of our members. It is our responsibility to ensure that Teamster money works for Teamster members and retirees. We don't want our investments used to line the pockets of greedy executives or fund bad business decisions that negatively impact Teamster families.

How has Teamster activism brought about change?

Through our active ownership program, Teamsters have successfully changed executive compensation policies at companies like McKesson, General Electric and Bank of America. We've led the fight for regulatory reform and have won victories to improve transparency on Wall Street.

What are the challenges the union faces?

Corporations, money managers, and the politicians who serve their interests are working overtime to roll back protections for investors to pre-Enron days. We need to be more active and vigilant than ever.

What can members do to help fight for corporate governance reform?

Working with the Teamsters Capital Strategies Department, members can become more active as shareholders in holding corporations accountable. Filing shareholder resolutions, attending shareholder meetings and writing letters to regulators are all part of our program to reform the way America does business.



"We don't want our investments used to line the pockets of greedy executives or fund bad business decisions that negatively impact Teamster families."

Moyes' decision to step down as President and CEO. Soon after Moyes' announcement, Swift sold most of its carhaul business.

Continental Airlines

Central Freight wasn't the only company the union fought to protect workers against the conflicting interests of corporate leadership. Teamster shareholders at Continental Airlines took up the fight in 2003 to address conflicts of interest on the Board of Directors—and by 2004 had won.

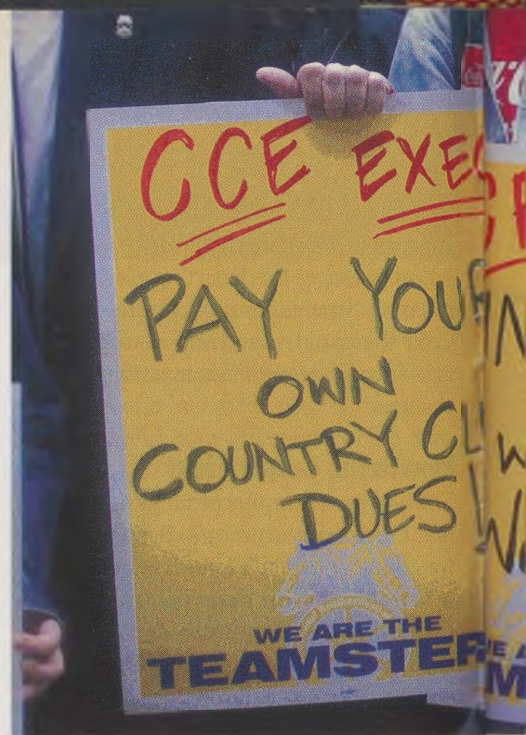
David Bonderman and William Price, two members of the Board of Directors, owned controlling interest in America West, a competitor airline.

"We want to have directors who are

invested in the success of Continental Airlines," said Rodney Rhoades, a Continental mechanic and President of Local 19 in Houston. "Not the success of our competition."

Teamster employee/shareholders from Local 19 teamed up with the union to create a strategy to protect members and investors at Continental. After raising questions at the 2003 shareholder meeting, Teamster mechanic Michael Buss decided to submit a shareholder proposal, calling on the board to enact a policy that would eliminate these types of conflicts among board members.

"As a shareholder, a 17-year Continental mechanic and, most of all, as a Teamster, I am concerned about the future of



Decent Proposal

At Sara Lee Meeting, Teamsters Take Issue with Management

One of the most recent shareholder actions the Teamsters Union has taken was against the Sara Lee Corporation. The union delivered a strong message to the company's shareholders, managers and directors at the company's annual meeting in November in Houston.

By a vote of more than 60 percent, shareholders supported a proposal that limits executive severance agreements. The proposal urged Sara Lee to seek shareholder approval for severance agreements with senior executives that provide benefits in an amount exceeding 2.99 times the sum of the executive's average compensation over the preceding five years.

"There has been a fundamental abandonment of the corporate values and an erosion of sound business practices that for years have helped Sara Lee grow, generating dividends for its shareholders and jobs for its employees," said Richard Volpe, Teamsters Vice President and Director of the Bakery and Laundry Conference.

At the shareholder meeting, the Teamsters pointed out that Sara Lee has diversity issues, potential antitrust exposure and has not lived up to its own global standards for suppliers.

"Both as shareholders and as workers, the Teamsters are in Sara Lee for the long haul," Volpe said. "Given the recent behavior of management, we question their long-term commitment to the success of the company."

"Teamsters have successfully changed executive compensation policies at companies like McKesson, General Electric and Bank of America."

—TOM KEEGEL, GENERAL SECRETARY-TREASURER

our company and feel we have to fight for the success of our airline," Buss said.

Continental adopted a policy addressing the problem of conflicts of interest on their board, and both directors, Bonderman and Price, resigned.

PepsiCo

A delegation of Teamsters from around the country attended this year's annual meeting of PepsiCo shareholders to raise concerns about pension benefits for Frito-Lay members. Frito-Lay, owned by PepsiCo, had promised workers decades ago that if they switched from their Teamster pension plans into the company plan, Frito-Lay would keep pace with the benefits of the Teamster plans. It didn't happen.

The shareholder meeting provided an opportunity to remind the company that the union expects them to live up to the promises they made to members. Teamster representatives at the meeting also brought up issues related to worker morale and retention.

The delegates emphasized that our members, as employees and as shareholders, believe PepsiCo must make good on the promise of true retirement security for Frito-Lay workers.

"I delivered chips for 29 years and 51 weeks," said Donald Kinney, a Frito-Lay retiree speaking at the PepsiCo shareholder meeting. "And the company is taking \$3 a month out of my pension for the



rest of my life because I was one week short of 30 years. It's a shame."



NetJets

More than 70 Teamster pilots attended the Berkshire Hathaway shareholder meeting to raise awareness that the company's airline, NetJets, could face a costly labor dispute if management continues to ignore the dire needs of its pilots.

"We can't let shareholders and boards of directors rely on one-sided and often incorrect information from management," said Amy Vidovich, a NetJets pilot and member of Local 1108 in Columbus, Ohio. "Workers have a unique perspective on the day-to-day operations that investors need to hear."

"From the shop floor to the boardroom, Teamsters are working to ensure that corporate America respects the interests of Teamster members and retirees," Hoffa said.

Strategic Research and Campaigns

New Department Formed to Meet Unique Challenges

In order to meet the challenges of the current political and corporate climate, the Teamsters Union recently created the Strategic Research and Campaigns Department.

In order for the Teamsters to grow, the union must deal with the most anti-worker, anti-union administration in the White House since the 1920s. Virtually every organizing campaign is faced with a vicious, sophisticated anti-union, anti-worker counter-campaign from management. Often these companies are national—or multi-national—in scope and able to draw on resources that a local union can't match. The NLRA, which was meant to provide an even playing field, is broken and isn't fulfilling its promise to protect workers' rights. And even where unions successfully organize workers, future success depends on winning first contracts.

The new Strategic Research and Campaigns Department works primarily with the Organizing Department and relevant trade divisions to neutralize corporate opposition to organizing and first contract campaigns. The department deploys teams of researchers and campaigners focused on specific industries, employers and campaign targets with the goal of developing and implementing corporate leverage activities in core industries. Researchers and campaigners are also available to respond to critical needs of local unions and Joint Councils.

Cintas Campaign

A good example of what the department does is the Cintas campaign. The Teamsters Union has joined forces with UNITE HERE to organize Cintas, the industrial laundry and uniform company. Cintas, like many other large corporations, pays top dollar to union busters that manipulate the NLRB election process to a point where it is impossible to have a free and fair election.

"We need to engage companies like Cintas on a much different level so they choose to make a fundamental change in how they approach labor relations," said Iain Gold, Director of the Strategic Research and Campaigns Department.

The full resources of the Teamsters and UNITE HERE, including departments as wide ranging as Government Affairs, Legal, Organizing and Strategic Research, is focused on bringing justice to Cintas workers. The same strategy will be used in other campaigns in core Teamster industries as well.

"We need to coordinate all of the union's resources and run strategic, comprehensive campaigns to succeed in this era of aggressive employer opposition, ineffective and poorly enforced labor laws, and global capital," Gold said. "Increasing our bargaining power by growing the union is our top priority and these employers will stop at nothing to keep us from succeeding. We have to work together, stay focused and implement effective strategies to win the justice working people deserve."





Victory On The Rails

Workers Win at the Ballot Box and the Bargaining Table

The Brotherhood of Maintenance Way Employees Division (BMWED) of the Teamsters scored a double victory recently in organizing and negotiating a first contract for workers at a company that manufactures railroad and transit track.

An overwhelming majority of the 98 workers at the VAE Nortrak North America plant in Birmingham, Alabama voted to join the BMWED after a year-long representation campaign by the union.

A month earlier, 90 BMWED-represented workers at Nortrak in Cheyenne, Wyoming ratified their first contract.

Gaining Trust

Mike Shepherd, a Nortrak employee in Alabama, said BMWED organizers did a great job in the victory. Organizers like Tim McCall, BMWED Director of Organizing, gained the workers' trust throughout the campaign.

"They were truthful and honest with us," Shepherd said. "They promised to hold up their end of the deal."

Shepherd and Tim Hernandez, a Nortrak employee in Wyoming, said there have been changes in the way management treats the employees at both plants because they are represented by the BMWED.

"It is no longer a sweatshop

here," Shepherd said. "We are now more comfortable going to work."

"Management is now trying to work with us," Hernandez said. "They are treating us more like human beings."

"These victories are important because these workers perform work that used to be done by railroad employees," McCall said.

Solid Contract

The new contract in Wyoming gives the workers seniority provisions, grievance procedures, overtime provisions and leave of absence rules. The wage package calls for a 21-percent increase in wages over the life of

the contract and a 9.5-percent average initial wage increase.

"Representation was something these workers never had," said Dave Tanner, General Chairman of the BMWED's Union Pacific System Divisions. "They wanted to improve their working conditions and this contract does that."

"These victories are important because these workers perform work that used to be done by railroad employees."

—TIM MCCALL,
BMWED DIRECTOR OF ORGANIZING

LOCAL 495

Mile Square Golf

Groundskeepers at the Mile Square golf course in Fountain Valley, California voted to join Local 495 in Pico Rivera, California by an overwhelming margin.

The workers had approached the union with concerns on seniority rights, respect from management and health care. They also had major issues with wages and other benefits.

"These workers have not had wage increases in years and the health care benefits are all across the board. Some have health care with co-pays, others pay nothing and still others have no health care benefits at all," said Hector Delgado, business agent for Local 495. "We knew they deserved better—and now we can make that happen for them. We look forward to winning a strong contract for them in the near future."

LOCAL 42

Greater Lynn Senior Services

Nearly 150 drivers at Greater Lynn Senior Services voted to join Local 42 in Lynn, Massachusetts. The drivers had many concerns, including respect in the workplace, low wages, and overall working conditions, as well as access to affordable health care coverage for their families.

The drivers transport senior citizens and people with disabilities through a service known as "The Ride," the paratransit program of the Massachusetts Bay Transportation Authority (MBTA). It is the third recent organizing victory—two others

involved Local 25 in Boston—of companies that are contracted under The Ride program.

"A special thanks to Joint Council 10 Secretary-Treasurer David Laughton and Joint Council 10 Organizers Jeff Padellaro, Mike Hogan, Rick Laughton and Roger Travers for a truly unified effort between the local and Joint Council level," said Alice Riley-King, Local 42 President.

"Joint Council 10 continues to lead the fight to organize the unorganized, and carry the message of unity and solidarity," Laughton said. "And to the workers of this country who currently have no voice, the Teamsters are ready to help."

LOCAL 673

Logistics International

Local 673 welcomed 11 new members after workers at the Chicago division of Logistics International GA, Inc., voted to join the union by a 10-1 margin. The drivers and warehousemen approached the Chicago-based local after becoming increasingly frustrated with the lack of respect and benefits from the company.

Once the two-month organizing drive began, a core group of workers—led by driver Robert Lewis—met for updates on the progress of the campaign and to discuss their concerns. The workers felt that the union would give them the strength needed to get insurance, pay raises and dignity in the workplace.

"I never realized how unhappy everyone was with their situation at work until we started talking about organiz-

ing to make things right," Lewis said. "We knew the Teamsters would make a huge difference. The local jumped right in and told us what needed to be done to organize properly."

Logistics International is a warehouse management service based in Duluth, Georgia.

LOCAL 495

National Alamo Car Rental

Workers at the National Alamo Car Rental Agency at Ontario Airport in Ontario, California, won card-check recognition from the company on their choice to be represented by Local 495 in Pico Rivera, California. They had sought help from the local to gain a voice and respect in the workplace and to create solid procedures for grievances, scheduling and shift building.

"We try to target infrastructure sites—workplaces that can't move or relocate. Vehicle rental agencies fit that description," said Bob Lennox, Local 495 Secretary-Treasurer. "We also focus on mechanic-based services such as these rental agencies. It makes it a natural target for the Industrial Trades Division."

After more than 90 percent of the workers had signed cards, a letter was sent to the company with notification of intent to vote on union representation and asking for recognition. The company chose to recognize Local 495 as the representative of the workers rather than go through the election process.

"The management realized these workers were serious about gaining the protection of the union and were not giving up until they got it," said Hector

Delgado, business agent for Local 495. "They decided fighting that type of determination wasn't worth it."

The recognition from the company is "wall to wall," covering all 50 workers in the facility. This includes rental agents, service agents, mechanics, greeters, booth agents, tire and lube servicemen, car service drivers and shuttle drivers.

The workers are very happy about the card-check recognition and look forward to negotiating a new contract.

LOCAL 150

Iron Mountain

Workers at Iron Mountain, a records storage and management company in Sacramento, California, voted to join Local 150 by more than a 2-1 margin. There are 24 members in the bargaining unit.

The new members work in a stuffy warehouse with no air-conditioning, lifting and retrieving heavy boxes of files. They want to bargain a contract with fair wages, health care and benefits. However, their primary concern is a grievance procedure so that they can work with dignity on the job.

Local 150 organizers Rocky Thomas and Pilar Barton were able to ensure victory by making house calls and explaining the benefits of union representation.

"They did such a good job of preparing the workers that when management brought in the union buster for a captive audience meeting, one of the guys made a joke right in the boss's face," said Alan Daurie, a business agent and organizer at Local 150 in Sacramento.

POWER OF THE PRESS

QUEBECOR WORKERS IN NEVADA AND KENTUCKY MARK FIRST VICTORIES UNDER NEUTRALITY AGREEMENT



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For Don Butler, a veteran press operator at the Quebecor World printing plant in Versailles, Kentucky, joining the union was about family. Butler has worked his 12-hour shift for 34 years, and he always had five personal days a year where he could call in for a day off to spend time with his children.

"I like personal time, where I can take off to see high school sporting events, little events my kids are in as they grow up," he said.

For a long time, he had wanted to improve conditions at the Versailles plant, yet had reservations about standing up to his bosses. But when management cut the number of personal days from five to three, something inside him snapped.

"I saw that they weren't going to stop taking, that I wouldn't have any time to devote to my family, and it would be all Quebecor or nothing," Butler said. "After that, I just couldn't be afraid anymore. It had to be done and I wasn't going to stand back and wait for somebody else to do it for me. I just jumped in there myself."

On September 1, Butler and his Versailles coworkers saw their hard work pay off. They won their union with the Graphic Communications Conference of the International Brotherhood of Teamsters (GCC/IBT) by a 3-1 margin. Workers at the Quebecor World plant in Fernley, Nevada did the same just two months earlier, winning by a 2-1 margin. The plants were the first victories under an agreement for union organizing reached in May between the Teamsters and the Canadian-based printing company. Now, because the workers and their supporters in the labor movement fought to win this agreement, all Quebecor World workers have a right to a speedy election without unnecessary delays.

Level Playing Field

"We finally have a real voice at work and a chance to make a difference," said Todd Lauderdale, a six-year employee at the Fernley, Nevada plant. "We have the strength to deal with the company on a level playing field. This effort has been a great experience all around. We showed the company—and ourselves—that we have the determination to fight for what's right and win."

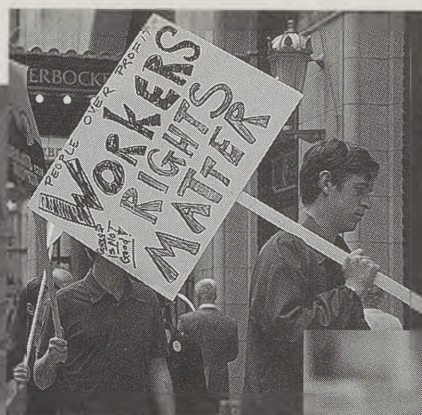
The 18-month organizing agreement created an expedited election process before a neutral arbitrator (as opposed to a potentially lengthy NLRB process) and Quebecor World agreed not to intimidate or harass workers through letters, captive audience meetings or any other anti-union activity.

"This agreement was the product of years of hard work by Quebecor World workers and their supporters in the union movement," said Jim Hoffa, Teamsters General President. "These workers have shown real courage and determination in their long battle to gain a voice in the workplace. Their victories are ultimately a victory for all Quebecor workers seeking that same voice."

Lauderdale said that workers waited anxiously as the votes were tallied. Many hugged and cheered as the results were announced. The 207 workers eligible to vote in the election are employed in the pressroom, pre-press, maintenance and materials divisions of the plant. Most indicated that they had sought membership in the union to address issues such as wages, health care and plant policies.

A New Day

Following the vote, the company posted a notice indicating that there would be no challenges to the election. It also stated that preliminary contract negotiations could begin in several weeks.



**"THESE WORKERS HAVE SHOWN
REAL COURAGE AND DETERMINATION
IN THEIR LONG BATTLE TO
GAIN A VOICE IN THE WORKPLACE."**

—JIM HOFFA, TEAMSTERS GENERAL PRESIDENT



A survey was distributed among employees to determine a priority list for bargaining and the findings are being used as the foundation for negotiations that are now under way.

"I can't even describe how I feel now that we've won," said Lynn Vasquez, who works in the materials division. "It means everything to me."

"I'm proud to be part of a union that leads the way in ensuring workers' rights to organize and has the strength to win something as groundbreaking as this agreement," Lauderdale said. "The future looks better already. We know that whenever we need help, the Teamsters will be right there with us."

Pressing Ahead

As negotiations move forward, workers anticipate changes in their lives at work and outside the plant too. Vasquez and fellow worker Kathey Hurley hope for better working conditions. Hurley said there were many times when she was not allowed to take a break and even had to eat her lunch on the presses. She heard similar complaints from others.

"We work hard and take pride in our products," she said. "We deserve to be treated with respect and as valued members of a team."

Paul Dumine, a pressman, said he experienced many problems with the company's health care plan after he was diagnosed with cancer. The situation took a heavy toll on his family financially and emotionally. He is eager to have a plan that will protect his family's health and peace of mind in the future.

"We deserve better health care," Dumine said. "Our families should not be devastated when faced with illness. I know I'm not the only person to experience major trouble with the old health plan—better health care is a priority for us all."

Global Support

During the campaign in Versailles, workers from unionized Quebecor World plants in 14 different countries gathered in Memphis to show their support for their American counterparts. They also visited other plant sites to confront management and present workers' concerns.

In addition, the Versailles workers exposed the company's mistreatment of workers, attending book shows and conferences to get their message out.

"We really got the campaign outside the four walls of the plant," Butler said. "If the company did something bad, everybody found out about it. It took the pressure off of us on the inside, and it took some of the fear away."

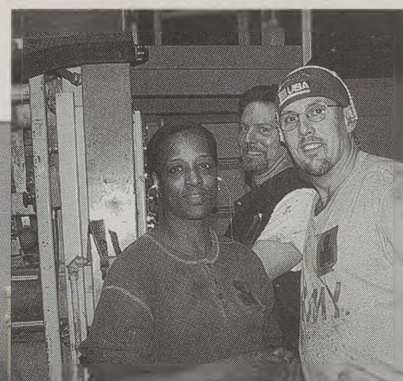
Butler was also one of eight Versailles workers who testified before the Kentucky Workers' Rights Board in July 2004. The public hearing was the first of its kind in Kentucky. Before a group of elected officials, clergy and other community leaders, the workers raised concerns about rising health care costs, health and safety at the plant, and the harassment and intimidation they were experiencing from management.

Community Involvement

"The community and religious leaders were a great support," said Lucy Frost, a stacker operator in Versailles. "It made us feel good and brought us together as a community."

It was that kind of strong community involvement that helped pressure the company and push the Versailles workers towards their victory in September.

Now the negotiating committee in Versailles is beginning its first round of negotiations. Affordable health care, a more secure retirement, and higher staffing levels are at the top of the work-



ers' list of issues they want to address.

"I am really anxious to start bargaining and see how things go," said Laura Drury, a press operator and 27-year employee of Quebecor World. "It can be so intimidating going through this process but it strengthened us to know we had support from GCC/Teamster workers from other plants and that we are all in this together."

Joining Together

The network Quebecor workers have created over the past two years is growing stronger and wider now that more organizing is under way. With roughly one-third of Quebecor World's 21,000 U.S. employees in unions, GCC members are mobilizing to support the organizing drives of their brothers and sisters and strengthen their power at the bargaining table.

"I've got two jobs now—working for Quebecor and organizing Quebecor," Butler said.

On November 9-14, Butler joined with more than 70 other Teamster and GCC/IBT organizers and 30 Change to Win organizers for a Quebecor organizing blitz. GCC members from all parts of the U.S. crisscrossed the country to team up with union organizers and talk to their fellow Quebecor World workers about the benefits of joining the union.

"I'm doing this because the union is what we're made of," said Doug Bonk, a union steward at GCC/IBT Local 577M in Brookfield, Wisconsin. "Without it, we'd be nothing."

"Now is the time for all Quebecor World workers to join together," said George Tedeschi, GCC President. "The more GCC/IBT members there are standing together at all of Quebecor World's facilities, the more strength they'll have to make Quebecor World a safer workplace—with respect on the job and affordable health care."

Extra Strength

GCC/IBT Merger a Powerful Antidote to Company Tactics

GCC members enjoy the best of both worlds—the industry expertise of a historic printing union and the resources of the 1.4 million member Teamsters Union standing behind them. Ever since the two unions merged last January, members have been noticing the difference.

"In the 20 years I've been involved in printing, the number of companies has been reduced to a handful because of consolidations and mergers. If we're dealing with a multinational company with millions of dollars, we have to start pooling our own resources," said David Cook, a Quebecor World mechanic and GCC local president. "By merging and organizing we're becoming a super-union big enough to have that kind of power. I want to be part of that."

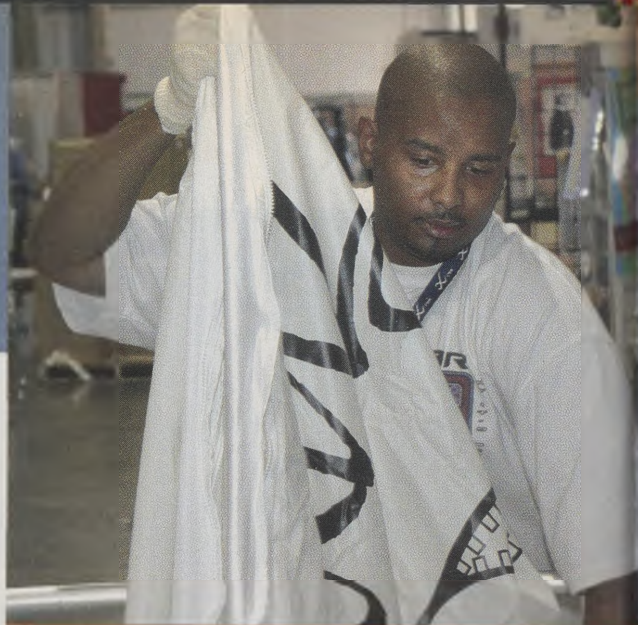
Cook's local is one of 14 across the country that will bargain new contracts with Quebecor World this year. The increased muscle and resources provided by the merger has allowed locals to coordinate better with each other and bring more power to the bargaining table.

Successful Organizing

The GCIU itself formed from mergers of specialized craft unions that go back to the dawn of the printing industry. The union currently counts pre-press, press and bindery workers, as well as journalists, salespeople and support staff among its membership.

The merger between the GCIU and the Teamsters has already bolstered worker efforts to organize more Quebecor World plants. The union has stepped up coordinated organizing campaigns with members of the Change to Win Federation, a good example being in Versailles, Kentucky where the Teamsters were joined by members from eight different unions to participate in an organizing rally on the eve of the successful Quebecor election.

"Increased organizing means more power at the bargaining table and more power for workers everywhere," said Jim Hoffa, Teamsters General President. "We're undergoing real changes so that workers can win in today's economy. Quebecor World workers are already benefiting from those changes."



"When we all stand together, we're stronger. Once employers realize that the unions are supporting each other, it gives workers more power at the negotiating table."

—JOHN PERRY, TEAMSTERS TRADE SHOW DIVISION DIRECTOR

When Harry Helms and approximately 60 fellow Local 385 members honored a picket line established by the International Alliance of Theatrical Stage Employees (IATSE) outside the Orange County Convention Center (OCCC), they had no idea what it would lead to.

Helms, a shop steward, was setting up a show with 17 coworkers in one of the OCCC buildings when he got the call that IATSE Local 835 was about to establish a picket line.

"I basically told our people, 'Our brother union is going on strike. It's sanctioned and it's a good thing to honor it.' Everyone agreed," Helms said.

Outside the building, Helms and his fellow Teamsters saw scores of the nearly 700 IATSE installers and dismantlers who had struck Dallas-based The Freeman Company due to management's refusal to sign a recently agreed-to contract.

"Without a signed contract, our members were in danger of losing their health care coverage," said Peter Merrifield, IATSE Local 835 business representative. "When we decided to go out, we got tremendous support from the Teamsters. Some employers want to pick us apart. It's

great to have such a strong ally."

Other Teamsters honored the work stoppage, which lasted approximately four hours and resulted in a solid contract for their striking coworkers.

"Everybody felt good, we forged some solidarity that day," Helms said.

"This shows the power of unity," said Mike Stapleton, President of Local 385 in Orlando. "Everyone involved would have rather been at work, but we couldn't allow our IATSE brothers and sisters to be treated that way."

Unity Pays

In August, Local 385 negotiated its first contract with Arata Expositions Inc. The contract, a three-year agreement that strengthens workers' wages and benefits, came about in an unusual way—in response to the strike against Freeman. After seeing the effect the Teamsters-IATSE strike had on Freeman, Arata management began negotiating with the unions.

"Arata had a big show coming up and wanted to make sure nothing went wrong, so they approached us about negotiating a contract," said Roger Allain, a Local 385 business agent. "First, IATSE—who had

tried to organize at Arata for seven, eight years without any luck—got a contract. Then the company actually approached us about signing one."

This fruitful Orlando partnership has been in existence for more than a year and a half, and is part of a trend the division is fostering across the country. The results have been increased wages, better working conditions and bolstered solidarity.

"When we all stand together, we're stronger," said John Perry, Trade Show Division Director. "Once employers realize that the unions are supporting each other, it gives workers more power at the negotiating table."

New Beginning

"Our contract with Arata is a new beginning," said Mark Fuller, a 15-year Teamster forklift driver and shop steward. "Wages have improved dramatically, and we have job protections and nice increases. It's a great first contract."

The new contract at Arata covers up to 300 forklift drivers and general laborers who work out of the company's referral hall.

Local 385 signed another contract recently, ratifying their own contract with The Freeman Companies by a 70-12 tally

FAIR TRADE

FLORIDA WORKERS SECURE
"BEST CONTRACT EVER"

in late February. The five-year pact covers up to 300 truck drivers, warehouse workers, forklift drivers and general laborers employed in Orlando.

Negotiated with the assistance of Perry, the contract raises workers' hourly wages from 50 cents to \$1.25 an hour annually; ensures general laborers' weekend rates; and guarantees turnaround rates for any employee not receiving eight hours of rest between shifts. The contract also recognizes the Martin Luther King Jr. holiday, annually increases the company's payments to the workers' health care and 401(k) plans and creates four full-time jobs.

"This is a very good contract," said Dana Graf, a 12-year Teamster and recipient of one of the new jobs. "I've talked to several guys who have worked here for 20, 25 years and they say it's the best contract we've ever gotten."

The agreement was reached days before the local reached an agreement with the United Brotherhood of Carpenters and GES Exposition Services, securing that Teamsters would handle all overflow work.

"Our agreement with GES came about as part of our coalition, as well," Stapleton

said. "In the past, the company would use a day-labor service but, thanks to pressure from us and the Carpenters, our workers will be called when they need additional experienced labor—that's what the companies are looking for."

Standing Together

In the summer of 2002, Local 631 in Las Vegas forged the first trade show coalition, partnering with IATSE Local 720.

"It was essentially a labor issue," said Milan Dobrijevic, Local 631 business agent. "We're in the trade show industry and we have a big show coming in but we're 200, 300 people short, we can call IATSE and vice versa."

After the unions settled jurisdictional issues, the coalition took hold. "For a while, some of the unions in Las Vegas were at odds, employers were trying to pit us against one another," Dobrijevic said. "But with this coalition, we're standing together."

In late 2002, Perry reviewed the plan Local 631 had developed. Along with IATSE officials, the unions tailored the agreement so it could be applied to other cities. The following January, Teamsters



General President Jim Hoffa and IATSE President Thomas Short signed an agreement that enacted similar coalitions across the country.

Coalition Mission

In years since, solidarity has increased between the Teamsters, IATSE and the Carpenters. Trade show coalitions have spread to San Francisco, Los Angeles, Boston, Philadelphia, and are taking root in Columbus, Ohio and Atlantic City, New Jersey.

In Las Vegas, when Local 631 had to call a strike against convention employers last year, IATSE workers set up picket lines, supporting the striking Teamsters. The Teamsters received solid pay increases and thwarted the companies' proposal that would have eliminated health care coverage for 95 percent of workers.

"During the strike, we joined together and did it as a group," said Kathy Coker, a 10-year Teamster. "I think the companies thought we were divided and we proved them wrong and they weren't ready for it. I think in the future the companies will think twice before offering us substandard contract offers. We'll get better contracts from here on out."

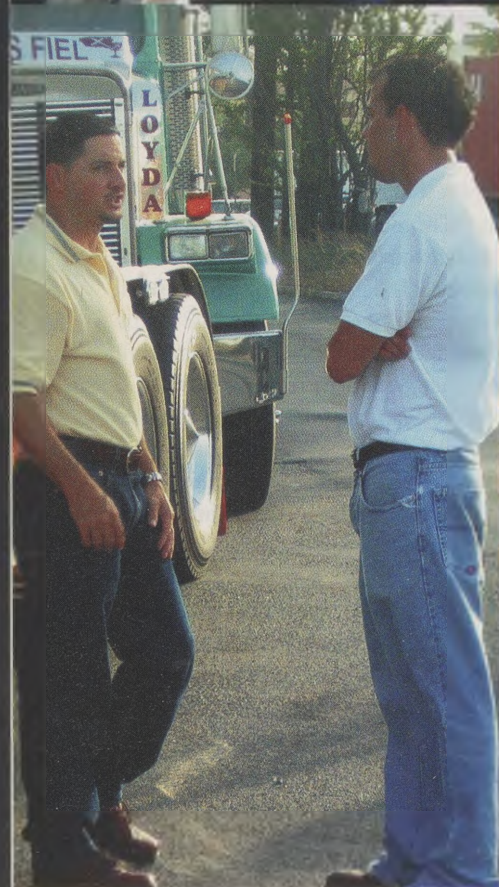


At four a.m. on a recent morning, several members of Local 901 in San Juan, Puerto Rico parked their heavy transport trucks at the entrance of their city's port with no plans to move them. And they weren't alone—the Teamsters and a major Puerto Rican trucking federation had ordered a strike, effective for all transport drivers at all of Puerto Rico's ports.

"We had to do this," said Amauri Velez, an independent owner-operator and Local 901 member. "Gas prices have risen for the past few months—it's double what it cost a year ago. We couldn't afford to live and continue driving without some sort of drayage-rate increases. But the government didn't see it that way."

By that evening, truckers represented by Local 901 and the United Front of

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Truck Drivers (Frente Amplio de Camioneros), a federation of 50 independent owner-operator associations, had blocked access to the island's major ports and docks, severely limiting the ability to ship gasoline and other merchandise.

Over the next three days, 5,000 drivers would join the work-stoppage, halting Puerto Rico's commerce and paving the way for the drivers' demands for higher pay, improved safety and the end of unfair charges for overweight loads and faulty chassis on the port companies' trailers.

"If we weren't with the Teamsters, we never would have been able to achieve what we did," Marrero said. "Without the skill and experience that the Teamsters brought, the government could have abused us."

"It's amazing, the power of the drivers," said Jose Ayala, Local 901 President. "In

their requests for an increase in the rates they charge for transporting materials, overlong idling time at ports, fines for overweight containers—something they had no control of—and improvements to their and motorists' safety.

On the strike's first evening, media reported that gasoline shipments had been stopped and citizens rushed to the pumps, creating massive lines. By the strike's second day, more than one-third of the island's 1,450 gas stations had run out of fuel. The major oil companies announced that they could not guarantee gasoline deliveries, and still more motorists lined up at gas pumps. Meanwhile, shipments of other goods were not being delivered because of the strike.

The governor promised that he would not be "held hostage" by the truckers, and

the drivers, decrying the government's actions as "abusive and repressive" and vowed solidarity in support of the drivers.

"The citizens in Puerto Rico stood by us, turning on their houselights in support," Marrero said.

Even with the National Guard's intervention, little fuel was delivered, as unionized and nonunionized drivers refused to break the strike.

"The drivers' needs were real—they needed improvements in safety and pay," Vázquez said. "They deserve their rights and fair compensation and they stuck together."

The Right Move

Meanwhile, the government had agreed to resume negotiations, and on the strike's third day, Vázquez announced that the parties had reached an agreement enabling the drivers to return to work with an overwhelming majority of their issues addressed.

"Of the drivers' 21 issues, we resolved 20 of them, signed by the government," Ayala said. "And we began negotiations on number 21, the increase in drayage rates."

The drivers received a 7 percent increase in drayage rates, which determines how much a driver is paid for hauling goods (as of press time, the drivers were negotiating for an even higher rate increase). The government assigned inspectors at port gates, inspecting each trailer's chassis as a driver hauls it from the port. If a chassis is later discovered to be faulty, the trailer's owner will be issued a fine, not the driver. A similar arrangement was established for overweight loads—the cargo owner will be assessed a fine, not the driver. To decrease drivers' idling times, port companies increased staff and are no longer closing for lunch, dispatching trailers more rapidly.

"Striking was the right move because all of us came together," Marrero said. "The government wasn't listening to us, but with the Teamsters, the government sat down with us."

"Together, the Frente Amplio and the Teamsters formed an army of transport workers," Vázquez said. "It was a union of urgency and necessity, but it will remain firm and stable."

BACK Drivers in Puerto Rico Win Higher Pay, Increased Safety

just three days, they stopped all commerce and the government finally paid attention to their working conditions."

Bringing the Island to a Halt

"The drivers' demands were clear," said Germán Vázquez, Local 901 Secretary-Treasurer and the drivers' chief negotiator with the government. "They had 21 issues that they wanted to draw attention to with this strike, concerning safety, working conditions and wages."

"We didn't want to strike but we had no choice," said Edwin Marrero, an independent owner-operator whose association is affiliated with Local 901.

The 12 months before the strike, the drivers had lobbied government officials, held press conferences, and staged peaceful public protests on the country's highways and in front of the Puerto Rican legislature chambers. But the government ignored

broke off negotiations. However, Puerto Rico is particularly susceptible to a truckers' strike because it relies heavily on trucks to ship gas and goods inland from the ports. Once the workers struck, the impact spread quickly across Puerto Rico.

"We took hold of the whole country," Marrero said. "It went paralyzed because of the strike."

Sticking Together

In an effort to break the strike, the governor mobilized the territory's police and activated National Guard units. Several distribution companies secured a federal injunction against the drivers, ordering them to remove their trucks from the roadways.

Vázquez called on the drivers to remain resolute, and for the government to resume negotiations. The drivers held strong and even gained support. Other labor organizations strongly supported

REPORT 90 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Benjamin R. Civiletti

Joseph E. diGenova

William H. Webster

DATED: November 3, 2005

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninetieth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including a member's action prior to IRB proposed charges, a new Investigative Report, and the status of pending charges about which we have previously informed you. We will also discuss the status of two Information Reports which do not contain charges but were issued to the IBT as a means of providing information on irregularities requiring action by the IBT.

II. THE WEBSITE ON IRB CASES IS NOW ONLINE

The results of investigations under the 1989 Consent Order are now publicly available on our website thanks in a major part to the assistance of the IBT. Using Microsoft Internet Explorer, you can type in www.irbcases.org to start your search. Approximately 600 individuals can be assessed and searched starting with the showing of "IRB CASES" on the monitor. You can then search the IRB Cases Database preferably by last name, or by the primary IBT affiliate or other listed categories. To go beyond the summary that is in the box on the screen, you should also view the relevant case documents to get the factual details of the case by clicking the link or links below the box as instructed.

The IRB believes this IRB website will be particularly helpful to union members and others in identifying individuals who were the subject of disciplinary actions and with whom association is prohibited. The database will be updated periodically.

III. MEMBER ACTION PRIOR TO IRB PROPOSED CHARGES

ROBERT FRANK LOGAN-LOCAL 515, CHATTANOOGA, TENNESSEE

Before formal charges could be recommended by the IRB to the IBT, Robert Frank Logan, President of Local 515, submitted an agreement to the IRB. The Chief Investigator had planned to recommend to the IBT that charges be filed against Mr. Logan alleging that he breached his fiduciary duties and embezzled Local 515 funds by having the Local pay for personal expenses he incurred on the Local's credit

card. In the agreement, while not admitting or denying wrongdoing, Mr. Logan agreed to serve a three year suspension from holding office, employment, and membership with Local 515 and any other IBT entities. The IRB found the agreement served to resolve the matter. On October 31, 2005, United States District Judge Preska approved the agreement.

IV. NEW INVESTIGATIVE REPORT

ROBERT D'ANGELO-LOCAL 813, LONG ISLAND CITY, NEW YORK

On September 7, 2005, the IRB issued an Investigative Report to General President Hoffa concerning Local 813 member Robert D'Angelo. The Report recommended that Mr. D'Angelo be charged with bringing reproach upon the IBT and violating his membership oath by knowingly associating with members of organized crime. On October 12, 2005, Mr. Hoffa informed the IRB that he adopted and filed charges against Mr. D'Angelo for knowingly associating with Louis Restivo and Federico Giovanelli, members of organized crime and he referred the charges back to the IRB for a hearing. The IRB then notified Mr. D'Angelo that an IRB hearing was scheduled for December 6, 2005.

V. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES-LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and appointed a hearing panel. A hearing was held September 15 and 16, 2005.

By decision of October 20, 2005, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from holding membership in, contracting with, consulting with and/or seeking or holding office, position or employment, directly or indirectly, with the IBT or any other IBT-affiliated entity or Fund; permanently barred him from seeking or accepting money or other compensation from the IBT or any other IBT-affiliated entity or Fund; permanently barred him from participating in the affairs of the IBT or any other IBT-affiliated entity or Funds or any of its sponsored benefit plans; and permanently barred Mr. Kikes from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The matter is under review by the IRB.

B. SERGIO SALCEDO-LOCAL 714, BERWYN, ILLINOIS

In the last issue of the *Teamster* magazine we informed

you that member Sergio Salcedo allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. Counsel to Local 714 notified the IRB that the charge was filed and a hearing was held. The Local 714 Executive Board found Mr. Salcedo guilty as charged and on October 27, 2005, suspended him from the Local for one year, effective December 1, 2005. The IRB has the matter under review.

C. JOSEPH L. BERNSTEIN-LOCAL 781, DES PLAINES, ILLINOIS

We have previously informed you that Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein allegedly brought reproach upon the IBT and violated his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. The IBT hearing panel found Mr. Bernstein guilty as charged. General President Hoffa adopted the hearing panel's recommendation and prohibited Mr. Bernstein from ever reclaiming membership in the IBT or participating in the affairs of any IBT affiliates but he was not prohibited from contact and association with IBT officers, members, employees, representatives and agents with respect to matters that do not involve union business.

The IRB notified Mr. Hoffa that given Mr. Bernstein's conduct the IRB found the sanction imposed upon him inadequate. In its decision of October 11, 2005, the IRB found that the proper sanction for Mr. Bernstein's undisputed conduct was a permanent bar from all IBT associations. Therefore, Mr. Bernstein has been permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity or Funds; he may not hereafter obtain employment, consulting or other work, directly or indirectly, with the IBT or any IBT-affiliated entity; and Mr. Bernstein is barred from contact and association with IBT officers, members, employees, representatives and agents. The IRB decision was forwarded to United States District Court Judge Preska for review.

VI. INFORMATION REPORTS

A. LOCAL 445 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

We have previously informed you that the IRB issued a non-charge Report to IBT General Counsel Patrick Szymanski concerning the allocation of Local expenses to the Local's Benefit Funds. For years, despite the IBT's directives that cost-sharing agreements be well documented, the Union Trustees, who are Local officers and employees, permitted the Benefit Funds to reimburse the Local for expenses that were unsubstantiated by any written documentation. The evidence indicated that the Trustees breached their fiduciary duties to the Funds in permitting unjustified payments to the Local.

Local 445 implemented a revised cost-sharing agreement which is being administered by an independent accountant.

The issue remaining to be resolved concerns the amount of the reimbursement from Local 445 to the trust fund.

B. LOCAL 727 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

In the last issue of the *Teamster* magazine we informed you that the IRB issued a non-charge Report to IBT General Counsel Szymanski concerning the cost-sharing arrangement among the Local and the three Benefit Funds. There was insufficient reliable evidence that these transfers from the Funds to the Local were justified by services the Local and its employees performed on behalf of the Funds.

Local 727 agreed to implement a new cost-sharing procedure that has been drafted for the IBT and requires that accurate records of the actual time spent on work performed for the various Local 727 funds be completed periodically and the process will be administered by an independent group.

VII. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 75 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VIII. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



Field of Dreams

Teamsters Continue a Pittsburgh Tradition at PNC Park

Dan DeBacco believes that he has the best office of any Teamster in the union. DeBacco works at PNC Park, home of Major League Baseball's Pittsburgh Pirates.

"This is the jewel of the North Shore," said DeBacco, a 30-year Teamster and steward at Local 250 in Pittsburgh. "PNC Park is the most beautiful park in the major leagues."

DeBacco is a groundskeeper at PNC Park and he, along with five other Teamsters, is responsible for the day-to-day maintenance of one of the newest and most striking parks in baseball. However, the marriage between Teamsters and Pittsburgh sports venues is a long-standing tradition that predates the opening of PNC Park in 2001.

Teamsters and Tradition

Mike Welsh became a Teamster in 1976 when he worked part-time at Three

Rivers Stadium, a complex that served as the home of both the Pirates and the Steelers of the National Football League. For Welsh, his job has always been more than a way to pay the bills; it has been a family tradition.

"My grandfather, my father and my uncle were all Teamsters that worked at Pittsburgh stadiums," Welsh said. "From Forbes Field to Three Rivers to PNC Park, members from each generation of my family worked there. It seemed natural for me to work there too."

This tradition isn't solely limited to Welsh's family. Kevin Neary, another groundskeeper at PNC Park, has worked at Pittsburgh stadiums since 1983. His father, Eddie, was one of the first Teamsters to work at Forbes Field in the 1950s. Eddie worked with Welsh's father Joe, and trained DeBacco when he started working at Three Rivers.

"When I worked at Three Rivers there was always something going on because it

was a multi-sport and multi-function facility," DeBacco said. "We practically lived with one another. We became like a family—one united to get a job done."

Great Place to Work

The groundskeepers at PNC Park are proud to be Teamsters. And they know that with a strong union backing them, they will always have the best contracts in the industry.

"Every day I am thankful that I have this job," said Joe DiMatteo, a 28-year Teamster from Local 250. "We owe a lot of credit to the union—they have made it a great place to work."

DiMatteo, Welsh, DeBacco and Neary, along with their coworkers Jim Smith and George Sedlak, have worked together since the early 1990s and none of them want that to change.

"Over the years our families have grown close," DeBacco said. "It has become more than a job—it's our lives."

ELECTION SUPERVISOR'S REPORT

FINAL RULES ISSUED

HUNDREDS OF IBT LOCALS TO CONDUCT CONVENTION DELEGATE NOMINATIONS IN JANUARY 2006

Final Rules Issued – The US District Court in New York approved the Election Rules on November 9, 2005. The proposed Rules have been in effect since May 1, 2005. Contact the Election Supervisor's Office to get your copy of the final Election Rules, or download the Election Rules from www.ibtvote.org.

January 2006: The Busiest Month for Delegate Nominations – More than 300 IBT Locals have scheduled delegate nomination meetings for the month of January 2006. Check your mail for notice of your local's nomination meeting. You will receive it as a separate piece of regular first-class mail or, in some areas, the notice may be published in the newsletter of your joint council or local union. You can also find out the date, time and place of your local's meeting by looking for the Local Union Plan Summary posted on local bulletin boards, or by going to www.ibtvote.org, clicking on the "Delegate Elections" button, and then clicking on the master list of dates, times and places.

The nomination period runs through March 10, 2006, and the period for delegate elections runs from February 20 through April 30, 2006.

Basic Rule for Nominations – All eligible members have the right to run for IBT convention delegate, alternate delegate and IBT international office. You can attend your local's meeting in person to nominate or be nominated, or you can submit nominations, seconds and candidate acceptances in writing. **You can even attend in person and submit written nomination materials.** In the past, candidates have made sure they were nominated and seconded by several members to reduce the chances that they will be ruled ineligible, based on a nominator's or seconder's ineligibility.

Eligibility for Candidates, Nominators and Seconders – Generally, to run for delegate or alternate delegate a local union member must: 1) have twenty-four (24) months of continuous good standing in the local union with no interruptions in active membership; 2) be employed at the craft within the jurisdiction of the local union for twenty-four (24) months; and 3) be eligible to hold office if elected. Nominators and seconders must be paid through the month before the month of the nomination meetings.

GCC, BLET and BMWED members must be members in good standing under the GCC, BLET and BMWED constitutions and by-laws and must also have one (1) month of continuous good standing, the month prior to the month of nomination, to run for delegate or alternate delegate.

If you are considering running as a delegate or alternate candidate from your local, or you intend to nominate or second a candidate, you may ask the Election Supervisor's office to review your membership dues records to determine whether you meet the eligibility standards for a candidate or nominator or seconder (see *2006 Rules*, Art. VI, § 4[a]). An eligibility request must be made in writing. If you would like the determination in advance of the nomination meeting please submit your request at least ten (10) days before the meeting. As soon as an eligibility determination is made, the Office of the Election Supervisor will forward the determination to the requester, and anyone dissatisfied with the determination may file a protest. A copy will not be forwarded to the requester's local or any other entity. There is no requirement to check eligibility in advance, but doing that may eliminate or reduce protests after the nomination meeting.

Nominations by Writing – The *2006 Rules* allow all IBT members to submit nominations, seconds and acceptances in writing. Article II of the *2006 Rules* (available at www.ibtvote.org) contains specific instructions on what to include to have a valid written nomination, second or acceptance. A written nomination or second must be submitted no later than 5:00 p.m. on the day *before* the date of the nomination meeting.

Candidate Acceptance – A nominated candidate may accept a nomination in person at the meeting. The *2006 Rules* do not require in-person acceptances. As in earlier IBT elections, a candidate can also accept a nomination in writing. To do that, the candidate must submit a signed acceptance to the Local Secretary-Treasurer before the meeting or instruct a person who will attend the meeting to submit it to the individual conducting the nomination process before the close of nominations. Written nominations, seconds and acceptances can be delivered in person, by mail, by express delivery, or by fax transmission as long as they are received by the deadlines stated above.

Political and Campaigning Rights – All union members have the right to actively campaign for delegate, alternate delegate, and IBT international office candidates without fear of reprisal or retaliation. Eligible members have the right to run as a delegate or international officer candidate, even if they do not currently hold any union office. Candidates have the right to communicate freely with members about their candidacy and to distribute campaign literature and information. A candidate for delegate or alternate delegate has the following rights:

- 1) The right to obtain copies of worksite lists where all members of the local work.
- 2) The right to request that campaign literature be mailed to all or a portion of the local's membership, using the local's mailing list. The candidate must pay for the cost of the mailing, and the local can require payment in advance.
- 3) The right to inspect and make notes from the collective bargaining agreements covering local members. Inspection is requested by submitting a written request to the Secretary-Treasurer of the local.
- 4) The right to request that the local display the candidates' literature on literature tables or bulletin boards at the local hall.
- 5) The right to purchase space for candidate campaign literature in the local union newspaper or newsletter (if the local has previously allowed paid advertising in the newspaper or newsletter).
- 6) The right to inspect, once within thirty (30) days of the delegate election, a membership list of all members eligible to participate in the election.

The above described rights are available to all IBT members. For BLET and BMWED members, requests for political and campaigning rights guidance may be made to the principal officer of the general committees and system federations.

For more detailed information about your political and campaigning rights refer to Article VII of the *2006 Rules*.

Up-to-date information for both the Election Supervisor's headquarters and the Regional Directors may be found at www.ibtvote.org.

Richard W. Mark
Election Supervisor



When Tragedy Hits

Give to the Teamsters Disaster Relief Fund



Send your tax-deductible
donations to:
Disaster Relief Fund
c/o International
Brotherhood of Teamsters
25 Louisiana Ave. N.W.
Washington, D.C. 20001